

In Kansas, women working full-time year-round earn

\$0.78
for every dollar of male earnings



WOMEN HAVE HIGHER LEVELS OF EDUCATION THAN MEN

in both Kansas & across the United States



But women's pay still falls short compared to men with equal education levels.

Poverty disproportionately affects women and children in Kansas due to lower earnings and single-mother households.

2X the amount of women aged 65+ likely to live in poverty compared to men

4.9% the average child poverty rate in KS, up from 9.1% in 2000

Unemployment grew for both men & women in Kansas due to COVID-19



But women's unemployment peaked at

16% in April 2020

Infant care costs in Kansas are



1.3X more expensive than in-state college tuition



29% of female median earnings
(cost of one hour in 2021)

MORE WOMEN VOTE THAN MEN IN KANSAS

...but women only comprise

28%
of state legislators

The Status of Women in Kansas

A Summary Report to United WE

February 2022

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Report commissioned by:

UNITED WE

The Status of Women in Kansas was prepared for the United Women's Empowerment (United WE) by the Center for Science, Technology & Economic Policy at the Institute for Policy & Social Research, the University of Kansas. This is an update of the 2016 study, *The Status of Women in Kansas and the Bi-State Region*, prepared for The Women's Foundation by the Institute for Policy & Social Research, the University of Kansas. The views expressed in this document are those of the authors and do not necessarily reflect the views of United WE or the University of Kansas.

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The Status of Women in Kansas

Executive Summary

United WE commissioned researchers from the Center for Science Technology & Economic Policy at the Institute for Policy & Social Research at the University of Kansas to study the socioeconomic status of women in Kansas. The report also highlights the status of women in the Kansas City metro area (KC Metro). We compare outcomes of women and men across many social and economic indicators: demographics, income, employment, childcare, poverty, and civic

engagement. We include several layers of geographic comparisons: Kansas with the U.S., the KC metro with other Midwestern metropolitan areas, and, for some outcomes, individual Kansas counties with the state average. Our report also addresses the differential impact of the COVID-19 recession on Kansas women. Overall, our report paints a statistical portrait of the status of women in Kansas. Our findings follow.

The Status of Women in Kansas

Demographics

- Kansas has a higher share of children under the age of 18 than the U.S.
- Rural counties in Kansas have a high proportion of women age 65 and over compared to urban counties.
- The metropolitan areas in the Midwest region vary substantially in the age distribution of women. The metropolitan area with the largest percentage of females in the prime working age (25-44) is Denver (30.5%) and the lowest percentage is Wichita (25.6%), with Kansas City at 26.9%.
- In Kansas, the KC metro area, and the overall U.S., women are less likely to be married and less likely to be single/never married than men. Conversely, women are more likely to be separated, divorced, or widowed than men, the result of women's higher life-expectancy.
- Females in Kansas and in the KC metro area are more likely to be married than females in the U.S. (54.1%, 52.1%, and 48.7% respectively).
- Parts of the KC Metro area show high concentrations of single mothers, particularly

within Jackson County, Missouri and Wyandotte County, Kansas.

- The annual birth rate for women age 15-50 is higher in Kansas than in the U.S. with 58 births per 1,000 women in Kansas compared to 52 births per 1,000 women in the U.S.
- Women have higher levels of educational attainment than men in Kansas, the KC metro area, and the U.S.
- Among the set of comparison metro areas, the share of adult females age 25-64 with at least a bachelor's degree ranges from 48.3% (Denver) to 33.2% (Oklahoma City). Kansas City falls in the middle at 40.7%.

Employment and Earnings

- Kansas maintains higher female labor force participation than does the U.S.
- In both Kansas and the U.S., female labor force participation for adults 25-65 is about 10 percentage points lower than male participation.
- The KC Metro has female labor force participation (ages 25-64) similar to that of Kansas, about 75%. However, this is lower than most of the comparable Midwest metropolitan areas.

- Labor force participation varies significantly within Kansas. Female labor force participation (ages 16+) is highest in metropolitan and micropolitan Kansas counties.
- Median earnings for women in Kansas are approximately 10% lower than for those in the U.S.
- In the U.S., women working full-time, year-round earn 82 cents for every dollar of male earnings, but in Kansas women earn only 78 cents.
- The percent of female full-time, year-round workers earning less than \$25,000 per year for Kansas is 54.2% compared to 52.0% for the U.S.
- Median earnings are highest for women in Johnson County, Kansas. Median female earnings are lowest in Scott County, Kansas and are only slightly above the poverty line for a family of three.
- In select counties in Kansas women have higher median earnings than men, but these counties have lower wages than the Kansas average.
- The female-male earnings gap for those with a bachelor's degree in the KC Metro is about in the middle compared with other Midwest metropolitan areas.
- Women in Kansas are most likely to work as registered nurses, elementary and middle school teachers, cashiers, nursing assistants, or secretaries and administrative assistants. Men are most likely to work as driver/sales workers and truck drivers, laborers and freight, stock, and material movers, farmers, ranchers, and other agricultural managers, construction laborers, or first-line supervisors of sales workers. These male occupations pay better than female occupations except for registered nurses.
- Kansas has significantly fewer women working in management compared with the U.S.
- Women have lower rates of self-employment in Kansas compared with the U.S. and are less likely to own a business in Kansas.

Childcare and Health Care

- In Kansas, infant care at daycare centers is 1.3 times more expensive than in-state college tuition. Daycare costs for four-year old children compare to in-state tuition in Kansas.
- Kansas infant care costs are 29 percent of female median earnings, one of the highest percentages in the U.S.
- Kansas has twice the number of children under 5 per available licensed childcare slots.
- Among counties in rural Kansas, the Southwest corner of the state stands out as lacking childcare options. The ratio of children under 5 to childcare slots is over 4 in several counties in the area.
- Among Kansas metropolitan counties, Wyandotte County stands out as having a high share of children under 5 and a high ratio of children per childcare slot (about 4 to 1).
- The percentage of women accessing preventative health screenings of mammograms and pap tests is lower in Kansas than the U.S.

Poverty and Social Insurance

- Kansas has lower poverty rates for women and men compared with the U.S.
- Women are more likely than men to be in poverty in Kansas. Among people age 65 and over, women in Kansas are almost twice more likely than men to be in poverty.
- KC Metro poverty rates are comparable to those in Kansas and lower than those in the U.S.
- Child poverty in Kansas averaged 14.9% in the period 2015-2019. This rate has increased significantly since 2000, when it stood at 9.1%. Similarly, child poverty for the U.S. grew from 14.9% in 2000 to 18.5% in 2015-2019.

- Poverty strikes single mother households at an alarming rate: 34% in Kansas and 35% for the U.S.
- Poverty rates for women in the KC Metro area fall in the mid-range of rates for Midwestern metro areas.
- In the KC Metro, poverty is concentrated in Wyandotte County, Kansas with almost 28% of children under 18 in poverty and 15% of households receiving public assistance.
- Wyandotte County in the KC Metro also has the highest percent of women enrolled in Medicaid or other means-tested public coverage in Kansas at 27%.

Civic Engagement

- Women vote in higher numbers in Kansas compared with men. In the 2020 general election, 61.4% of women versus 58.7% of men 18 and over reported casting their ballots.
- Both women and men in Kansas vote at slightly lower rates than for the U.S.
- Women are in the minority in state legislatures in Kansas and the U.S. Women comprise only about 28% of state legislators in Kansas and 29% in the U.S.

The Status of Women During the COVID-19 She-Cession

- COVID-19 has disproportionately affected women.
- Caregiving responsibilities, the closure of in-person schools, and increasing rates of working from home have had a large impact on women's labor supply and consequent employment.
- Compared with men in the same counties, Kansas women have been more severely affected by unemployment in the northeast counties of Johnson and Wyandotte, and in the western part of the state.
- Women in Kansas are more likely to work in sectors that were subject to layoffs due to COVID such as health care, accommodations and food services, education, and retail trade.

Employment

- The unemployment rate for both men and women rose dramatically at the beginning of the COVID-19 recession, with the rate for women peaking at over 16% in April 2020.
- The unemployment rate for women exceeded that for men from May through October 2020 in the US and from May through August 2020 in Kansas.

Unemployment Claims

- In the quarter immediately prior to COVID-19, women made about 32% of the unemployment claims in Kansas. After March, 2020, women averaged 46% of claims.
- Overall, female unemployment claims as a share of the labor force in Kansas has been about 43% while the male share has been 43.8%.

Social Assistance

- The COVID-19 pandemic has led to an increase in households receiving social assistance. Since March 2020, there has been a 9% increase in the number of Kansas households receiving Supplemental Nutrition Assistance Program (SNAP) benefits.
- Households receiving TANF cash benefits (largely single mothers with children) have declined since March 2020. Case closures were largely due to households exceeding the Kansas 24-month limit on benefits. Thus, Kansas' social safety net policies were not designed to respond to the needs of low-income families during severe economic downturns such as the pandemic.

Household Economic Stress

- In the early months of the COVID-19 recession, Kansas households reporting stress due to loss in income ranged from 40% to 50% (May 2020-July 2020). This was generally about 5% less than the comparable U.S. number. During the same period, 6% to 14% of Kansas households reported food insecurity.
- More recently (November 2020-May, 2021) dominant household stressors have included risk of eviction (reported by 40% of renters at end of May 2021), food insecurity (5% end of May 2021) and difficulty paying household expenses (19% end of May 2021).

Overall

- The pandemic wiped out many employment gains by achieved women in the last decade due to several coinciding forces:

- Service industries, which employ a high proportion of women, took an enormous blow as the pandemic hammered the entertainment, hospitality, food services, health services, and education industries.
- Second, the closure of schools and day care centers forced many mothers out of the labor force.
- Third, many female-dominated jobs may never come back to their original prominence. If businesses adopt a “work remotely” culture, prospects in food service, accommodations, and travel industries will be diminished.
- Many of the industries mentioned above pay lower than average wages. Low wage jobs have not returned to pre-pandemic levels, while middle wage jobs have largely recovered and high wage jobs have actually grown in number. This pattern is known as the K-shaped recovery.

Introduction

There is no tool for development more effective than the empowerment of women.
United Nations Secretary General, Kofi Annan (2005)

The value of women in the growth and development of state economies and of the entire United States cannot be understated. Economists have argued that development and women's rights are closely connected (Fernandez 2009, Duflo 2012). McKinsey and Company estimate that 25% of the growth in U.S. GDP between 1970 and 2009 can be attributed to women's increased labor force participation (Barsh and Yee 2011). GDP growth is fueled by an expansion of the labor force and increased productivity, and women can contribute both key ingredients to economic prosperity.

Yet women face many challenges in reaching their full economic and social potential. Women's pay falls short of pay for men with equal education levels. Childcare responsibilities fall largely on women, and childcare opportunities are expensive and often simply unavailable. Single mothers often fall into poverty, which the social safety net often fails to prevent. Older women may face living alone with low income after the loss of a spouse. And now, COVID-19 has exacerbated many of the challenges faced by women, especially lower income women. Evidence suggests that women are leaving the labor force, and this could hamper future economic growth.

This report was produced to provide information to citizens in Kansas about progress made by women relative to men as well as the nation as a whole. The report compares the progress of women in the Kansas City metropolitan area to other Midwestern metropolitan regions to gain a sense of where Kansas City ranks relative to its peers, as well as comparisons to national statistics. This report has three main goals: 1) to analyze and disseminate information about

women's progress; 2) to identify significant barriers to economic opportunity and leadership; and 3) to gain potential policy insights on the status of women in Kansas.

The report is divided into seven chapters. We begin the analysis with the demographic characteristics of women including age, marital status, female-headed households, and educational attainment. The second chapter focuses on women's employment and earnings including labor force participation, the gender wage gap, occupational and industry employment, women in management occupations, self-employment, and business ownership. Chapter 3 examines access to childcare, childcare costs, and healthcare coverage. Chapter 4 evaluates poverty rates and access to social insurance programs such as Temporary Assistance to Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), and Medicaid. Chapter 5 discusses civic engagement including voting and representation in state legislatures. Chapter 6 talks about the impact of COVID-19 on women. The final chapter examines the status of women in Kansas and potential policy insights.

The primary data for this study come from the American Community Survey (ACS). ACS data collection and dissemination is carried out by the U.S. Census Bureau. ACS data are available in many different formats:

- Annual tabulations are available for large geographic areas such as states, large metro areas, and large counties.
- Tabulations that combine five years of data are available for small areas such as small population counties, zip codes, and Census

block groups. 2015-2019 aggregates are the most recent available.

- Microdata (individual de-identified records) are available annually for states and for special sub-state geographic areas over 100,000 in population called PUMAs. For this project, we made extensive use of microdata.

The various ACS datasets have characteristics that make them very appropriate for this study. The ACS has large sample sizes that vary by year with typically 2 million U.S. households participating annually. This means that the Census can tabulate fairly accurate 5-year aggregates for areas with small populations such as the rural counties in Kansas. Many maps in this report show county and Census tract detail. The 5-year aggregates are limited to tables that the

Census has pre-defined, and they mask year-to-year changes. The microdata, on the other hand, allow us to define tables from any combination of Census variables on an annual basis. The trade-off is that there is less geographic detail than in the 5-year data and that the sub-state geographic identifiers (PUMAs) often do not correspond to geographic boundaries. Fortunately, IPUMS provides a crosswalk that allows us to link PUMAs to metropolitan areas based on the percentage of the PUMA population that resides in the metropolitan area of interest. We use these data to examine the characteristics of males and females in Kansas, the Kansas City metropolitan area (KC Metro), and the United States. We also use these data to compare the KC Metro to the mid-sized Midwestern metropolitan regions of Denver, Des Moines, Milwaukee, Minneapolis, Oklahoma City, Omaha, St. Louis, and Wichita.

Chapter 1. Demographics

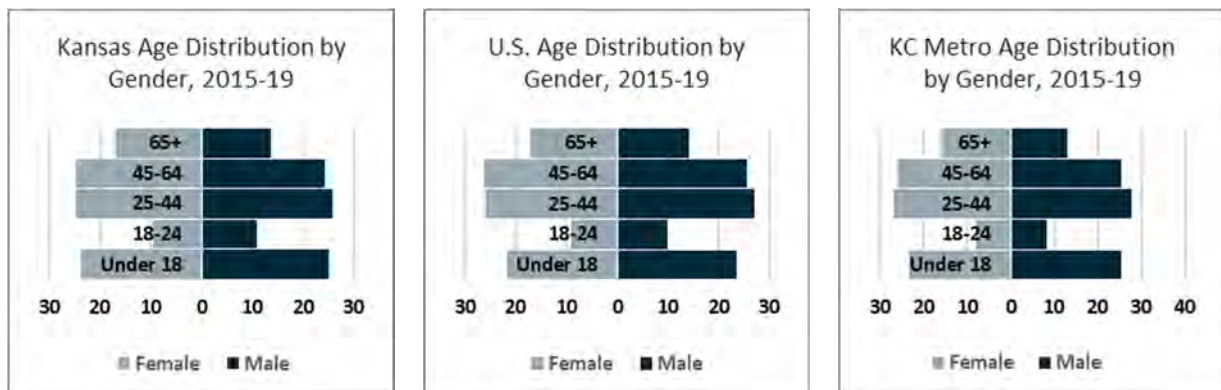
We begin our analysis by examining the demographic characteristics of women in Kansas including age distribution, marital status, female-headed households, and educational attainment. Between 2010 and 2020, the Kansas population grew at a slower rate of 3.0% compared to the U.S. at 7.4% (U.S. Census 2020). The percentage of the population age 65 and over is similar in Kansas and the U.S. at 15.4% compared to 15.6%, respectively (U. S. Census 2015-2019 ACS). Kansas has a higher share of children under age 18 (24.4%) compared to the U.S. (22.6%). Kansas also has a higher share of the population with a bachelor’s degree or higher (35.0%) compared to the U.S. (33.5%) (U.S. Census, 2015-2019 ACS). While women make up just over half of the population in Kansas and the U.S., they differ significantly from men in terms of demographic characteristics.

Age Distribution

Age distributions by gender for Kansas, the U.S., and the Kansas City Metro are displayed in the pyramids in Figure 1. Women make up just over half of the population in Kansas at 50.2%. In Kansas, 25.1% of its male population is under 18

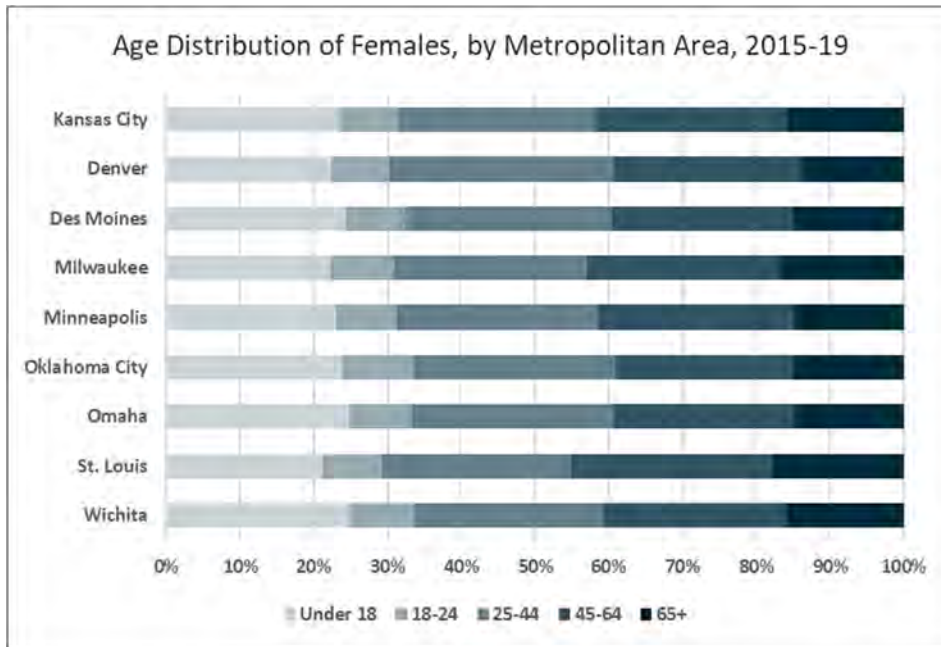
compared to 23.8% of its females and 13.8% of its males are 65 and over compared to 17.0% of its females. Women make up more of the elderly residents because they have longer life expectancies. To put this in perspective, the U.S. averages 23.5% male and 21.8% female under 18 and 14.1% male and 17.2% female 65 and over. The KC Metro percentage-wise has more persons under 18 and fewer persons 65 and over.

Figure 2 shows the age distribution of females for selected metropolitan areas in the Midwest. The distribution for females under 18 ranges from 21.1% in St. Louis to 25.0% in Wichita with Kansas City at 23.4%. For females 65+, the range is 13.9% in Denver to 17.8% in St. Louis with Kansas City at 16.0%. The metropolitan area with the largest percentage of females in the prime working age (25-44) is Denver (30.5%) and the lowest percentage is Wichita (25.6%) with Kansas City at 26.9%. These findings are similar to the 2016 study, which found Denver with the largest percentage of females age 25-44 (29.7%), St. Louis with the lowest (25.5%), and Kansas City at 27.1% (Ginther et al. 2016).



Source: U.S. Census Bureau, 2015-2019 American Community Survey.

Figure 1



Source: U.S. Census Bureau, 2015-2019 American Community Survey.

Figure 2

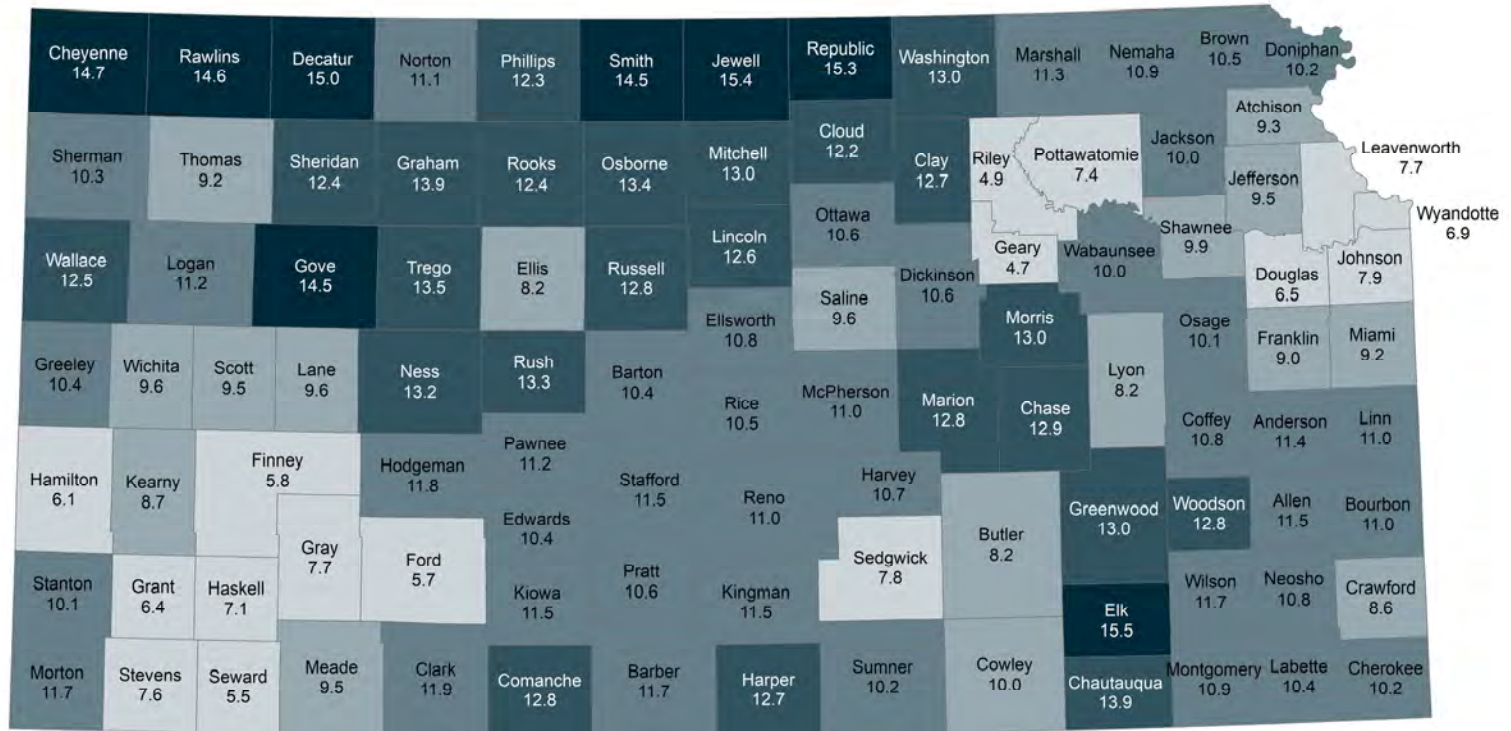
When we examine prime-age workers, Kansas City at 52.7% has a larger share of women ages 25-64 compared to Omaha (51.8%), Oklahoma City (51.6%), and Wichita (50.3%). Denver has the largest share of prime-age workers at 55.9%. A larger share of prime-age men and women indicates that the KC Metro has more potential workers than cities with smaller percentages. Kansas City has 53.0% of its workers in the prime-age category putting its potential above Milwaukee, Oklahoma City, Omaha, and Wichita. See Appendix B for a distribution of males by metropolitan area.

Based on estimates from 2015-2019, the percentage of total population 65 and over for the U.S. and Kansas are almost the same at 15.6% and 15.4% respectively (Figure 3). The percent of the female population 65 and over is 8.5% for Kansas and 8.7% for the U.S. (Figure 4). This is an increase from the 2016 study which looked at the 2010-2014 ACS and found 13.7% of the total Kansas population was 65 and over and 7.7% of the female population (Ginther et al. 2016).

People and women 65 and over are concentrated in rural Kansas counties, especially in the northwest and north central Kansas (Figures 3 and 4). In southwest Kansas, people and women age 65 and over make up a smaller percentage of the population where there are larger concentrations of immigrants (Ginther et al. 2015).

Figure 5 shows the distribution of the population under the age of 18, an indicator of where families with children are located. Kansas has a slightly higher percentage of its population under 18 compared to the U.S. with 24.4% for Kansas and 22.6% for the U.S. Our previous study five years ago found 25.1% of the Kansas population under 18 (Ginther et al. 2016). Kansas has high concentration of children in the southwest reflecting the higher numbers of immigrants who tend to be younger and have families (Ginther et al. 2016). There are also higher concentrations of children in the northeast near Fort Riley, the result of military families located nearby. Further information on child-related statistics, including childcare availability by county and cost, is detailed in chapter 3.

Percent of Population Who are Female, Age 65 and Over, 2015-19



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

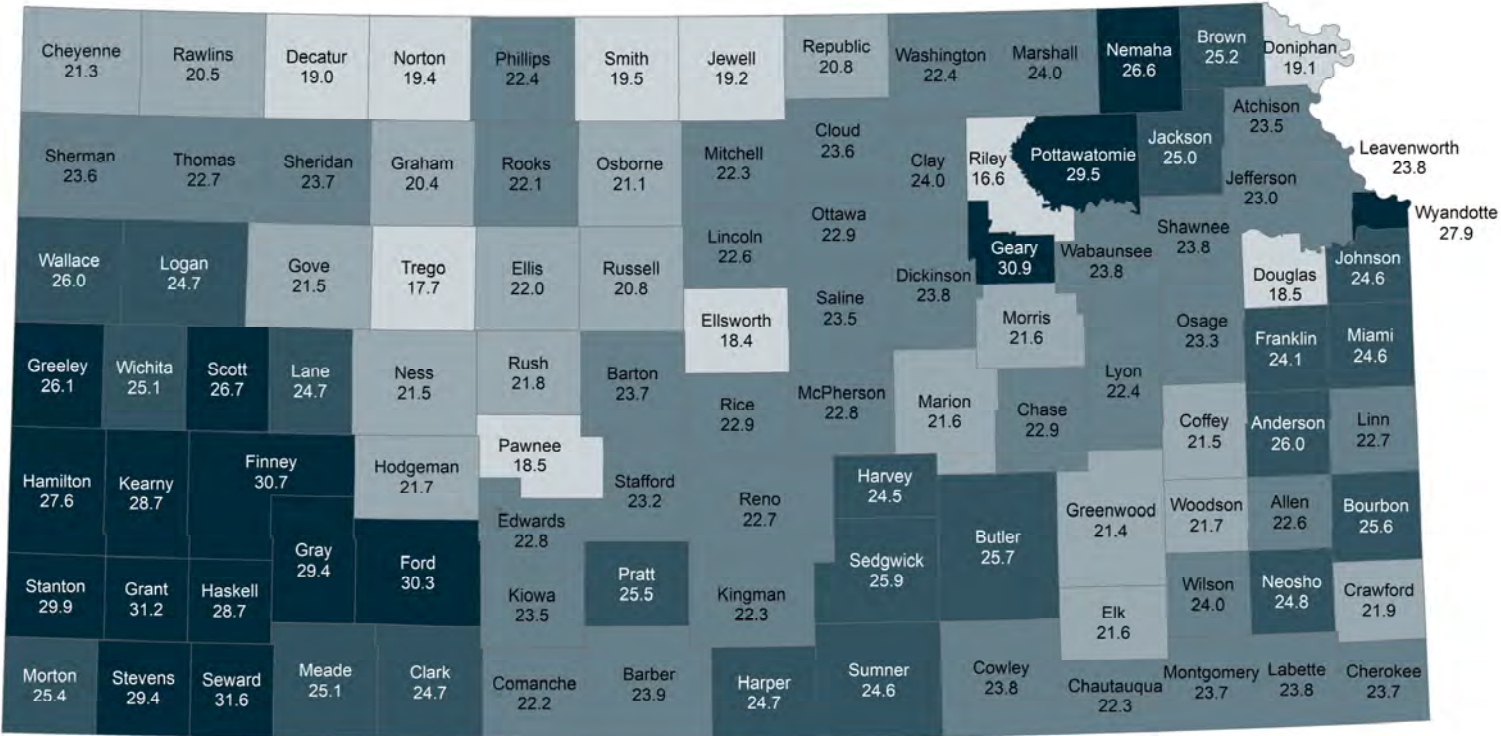
Percent



Kansas: 8.5
U.S.: 8.7

Figure 4

Percent of Population Under Age 18, 2015-19



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.



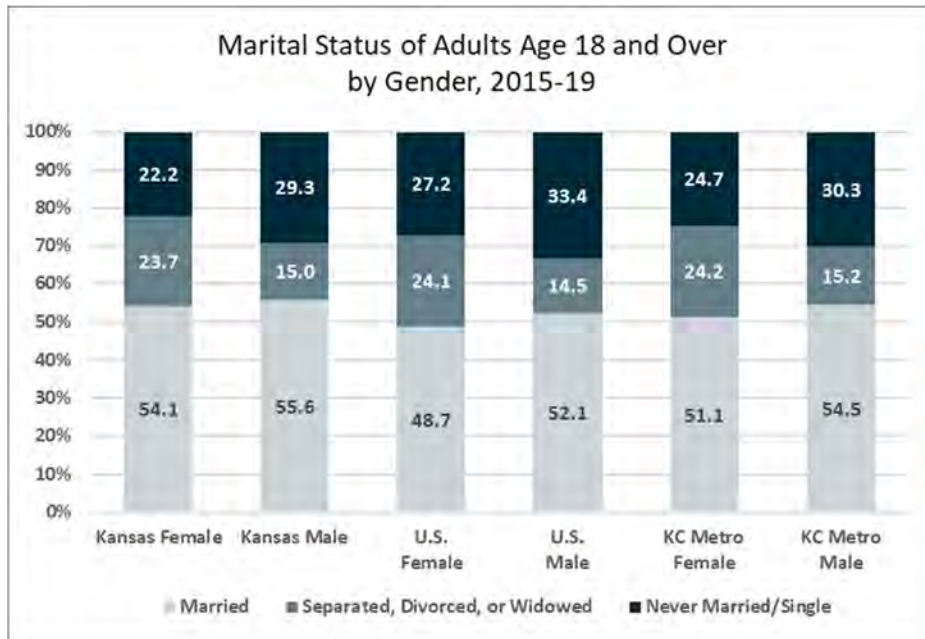
Figure 5

Marital Status

Marital status is tied to the economic well-being of families (Ribar 2004). Married men earn higher salaries than single men (Ribar 2004; Ginther and Zavodny 2001). Children from traditional nuclear families, those with married biological parents and no half siblings, have higher educational attainment and earnings than children from blended families and single parent families (Ginther and Pollak 2004). Thus, examining marital status provides insights into the economic well-being of women and children.

In all three comparison areas, women are less likely to be married and less likely to be single/never married than men (Figure 6). In

addition, women are more likely to be separated, divorced, or widowed than men, the result of women's higher life-expectancy. A higher percentage of Kansans are married compared to the U.S. with persons reporting they are married ranging from 48.7% for U.S. females to 55.6% for Kansas males. The range for those reporting they are separated, divorced, or widowed goes from 14.5% for U.S. males to 24.2% for KC Metro females. The U.S. has a higher percentage of separated, divorced, or widowed women compared to Kansas. The range for never married/single goes from 22.2% Kansas females to 33.4% U.S. males. These patterns are similar to our findings in 2016 (Ginther et al. 2016).

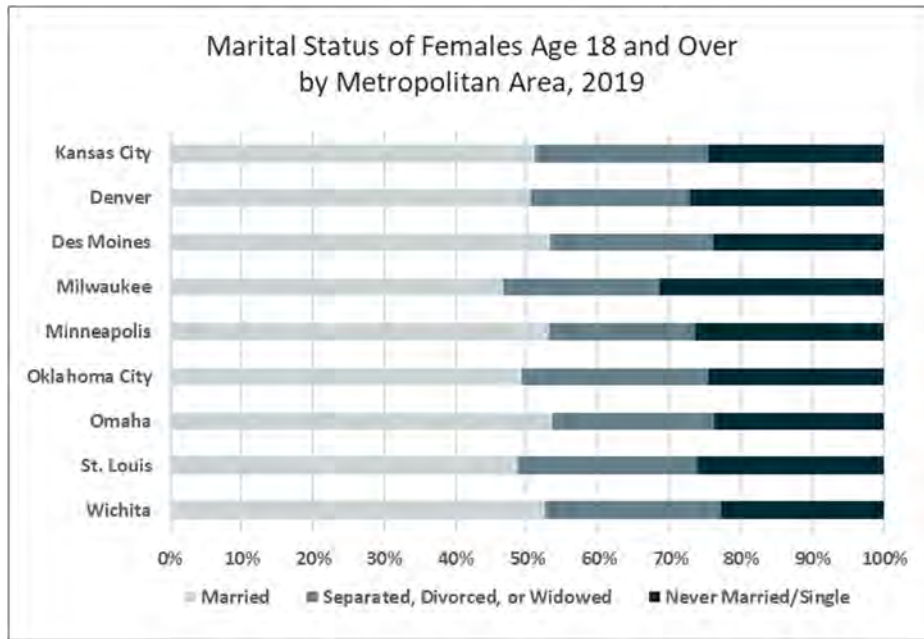


Source: U.S. Census Bureau, 2015-2019 American Community Survey Public Use Microdata (PUMS).

Figure 6

Figure 7 displays the marital status of females for selected Midwest metro areas. The percentage of females married range from 46.6% in Milwaukee to 53.5% in Omaha with Kansas City at 51.1%. The percent of females never married/single vary from 22.9% in Wichita to 31.6% in Milwaukee with Kansas City at 24.7%. Separated, divorced, or widowed females range from 20.4% in

Minneapolis to 26.2% in Oklahoma City with Kansas City at 24.2%. In general, a lower percentage of males are separated/divorced than females and a higher percentage of males have never married. The KC Metro falls in the middle of peer metro areas in the distribution of marital status. See Appendix B for a breakdown of marital status of males in the metro areas.



Source: U.S. Census Bureau, 2019 American Community Survey Public Use Microdata (PUMS).

Figure 7

Female-Headed Households

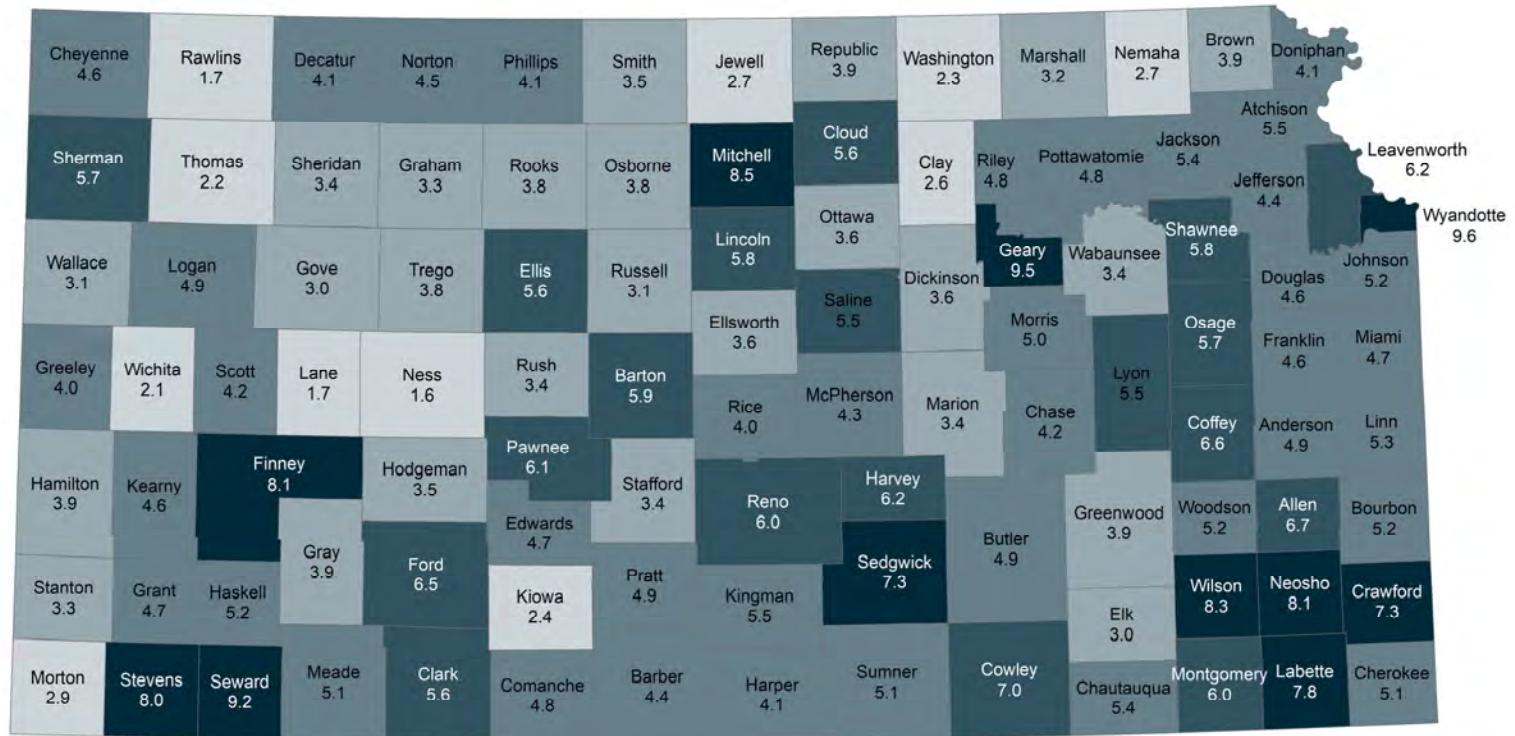
Female-headed households have lower earnings and are more likely to be impoverished; children from single-mother households have lower educational attainment on average (Ginther and Pollak 2004). Figure 8 shows the concentration of single-mother households in Kansas by county with the highest concentration range of 7.1%-9.6%. The metropolitan counties in Kansas including Wyandotte in the KC area and Sedgwick in the Wichita area fall into that highest percentage range of single-mother households. Beside these metro areas, higher percentages of single-mother households can also be found in rural areas, particularly in southwestern and southeastern Kansas. This is similar to our 2016 study (Ginther et al. 2016).

The KC Metro also features a distinct distribution of single-mother households at the Census tract level (Figure 9). On the Missouri side of the KC Metro, Jackson County has concentrations of single-mother households as does Wyandotte

County on the Kansas side. Some tracts in these two counties have between 15.1-41.3% of single-mother households. The Missouri side of the KC Metro appears to have higher concentrations of single-mother households than the Kansas side, a consistent finding with our 2016 study (Ginther et al. 2016).

The annual birth rate for women age 15-50 is higher in Kansas than in U.S. with 58 births per 1,000 women in Kansas compared to 52 births per 1,000 women in the U.S. (Figure 10). Birth rates in Kansas do not appear to follow any noticeable pattern except for some pockets in the rural counties, particularly near the meat packing plants. This is likely the result of higher numbers of immigrants (Ginther et al. 2015). In 2016, we found 62 births per 1,000 in Kansas and a similar pattern of pockets in some rural counties (Ginther et al. 2016).

Percent of Households that are Single-Mother Households, 2015-19



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

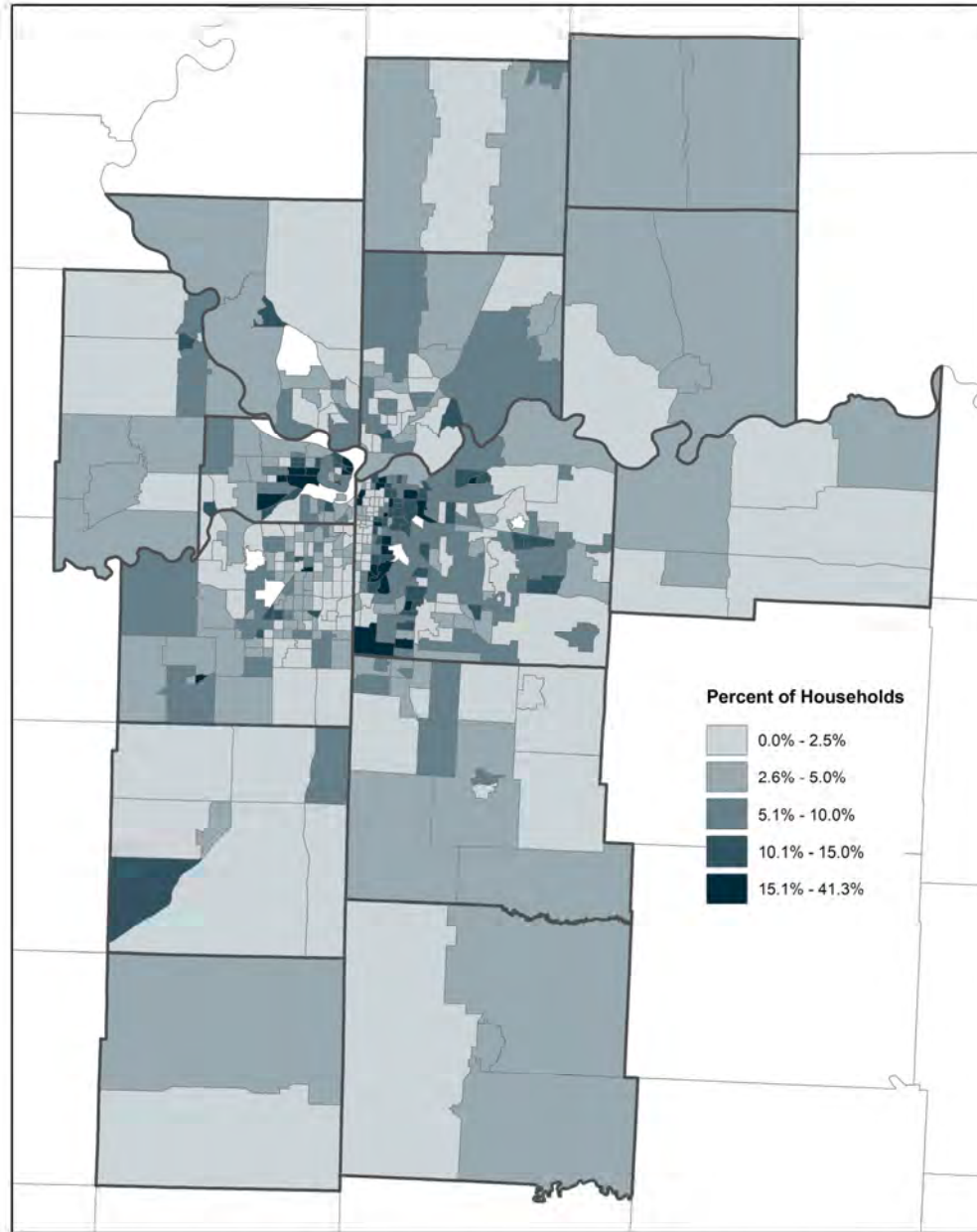
Percent



Kansas: 5.9
U.S.: 6.5

Figure 8

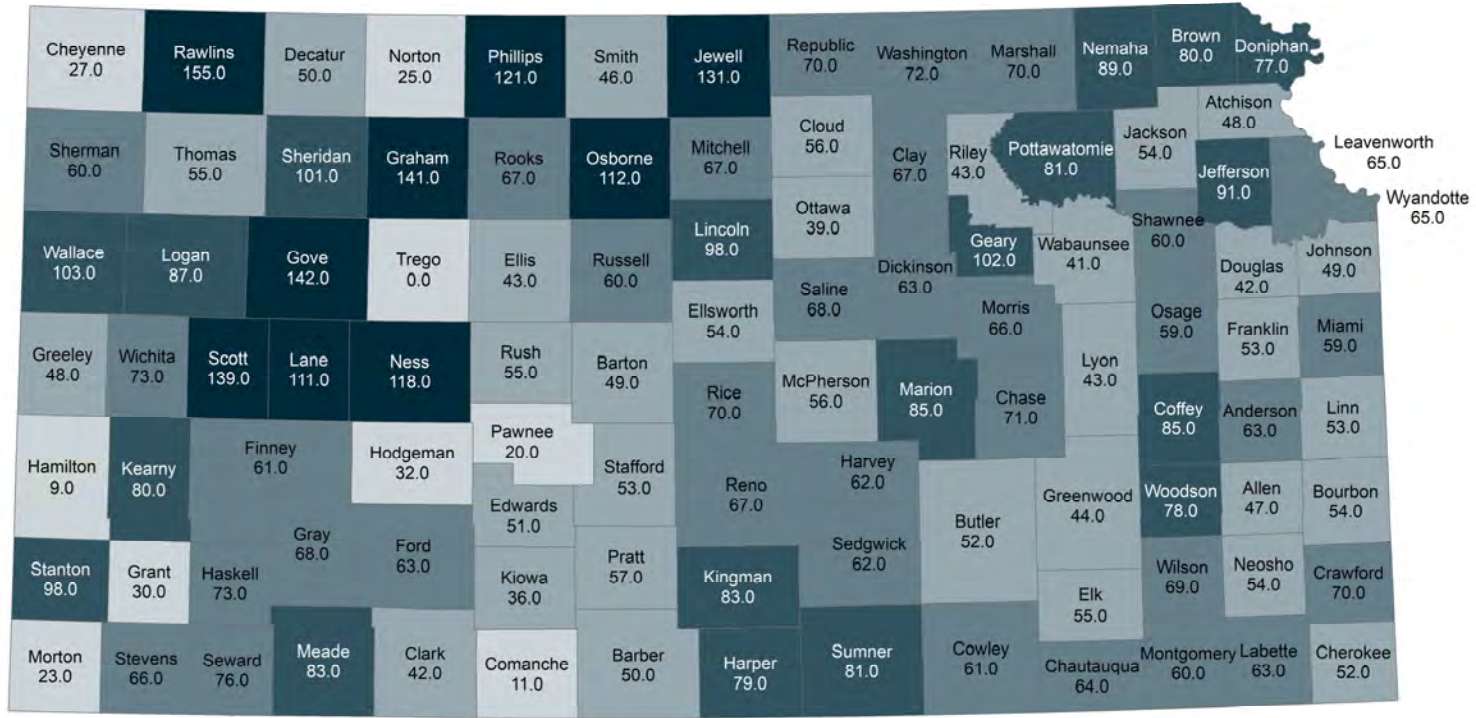
**Percent of Households that are Single-Mother Households in the
Kansas City Metropolitan Area, by Census Tract, 2015-19**



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

Figure 9

Annual Birth Rate of Women Age 15 to 50, 2015-19



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

Births per 1,000 Women Age 15 to 50

Kansas: 58
U.S.: 52

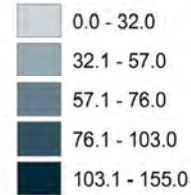
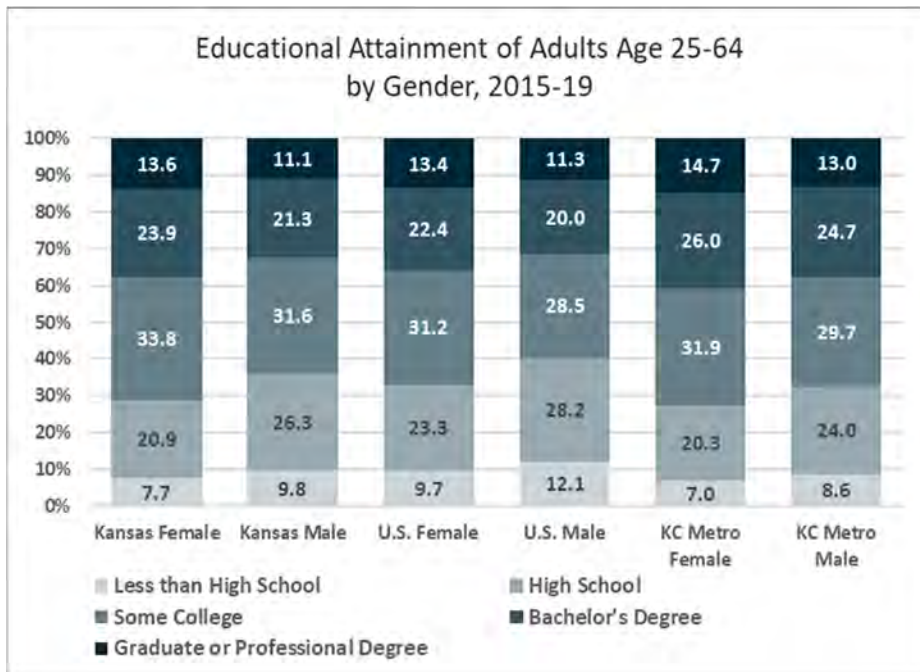


Figure 10

Educational Attainment

Higher levels of educational attainment are associated with higher incomes and improved health outcomes (Cutler and Lleras-Muney 2008). Figure 11 compares the distribution of educational attainment for females and males in Kansas, the U.S., and the KC Metro. Women have higher levels of educational attainment than men in all geographic regions. For bachelor's degrees, KC Metro females also have the highest percentage (26.0%) while U.S. males the lowest

(20.0%). For some college, U.S. males have the lowest percentage at 28.5% and Kansas females the highest at 33.8%. Almost 38% of females in Kansas and 41% of females in the KC Metro have a bachelor's degree or higher compared to almost 36% of females in the U.S. Comparing the 2016 study, we find that Kansas and the KC Metro continue to have higher levels of educational attainment than the U.S. (Ginther et al. 2016).

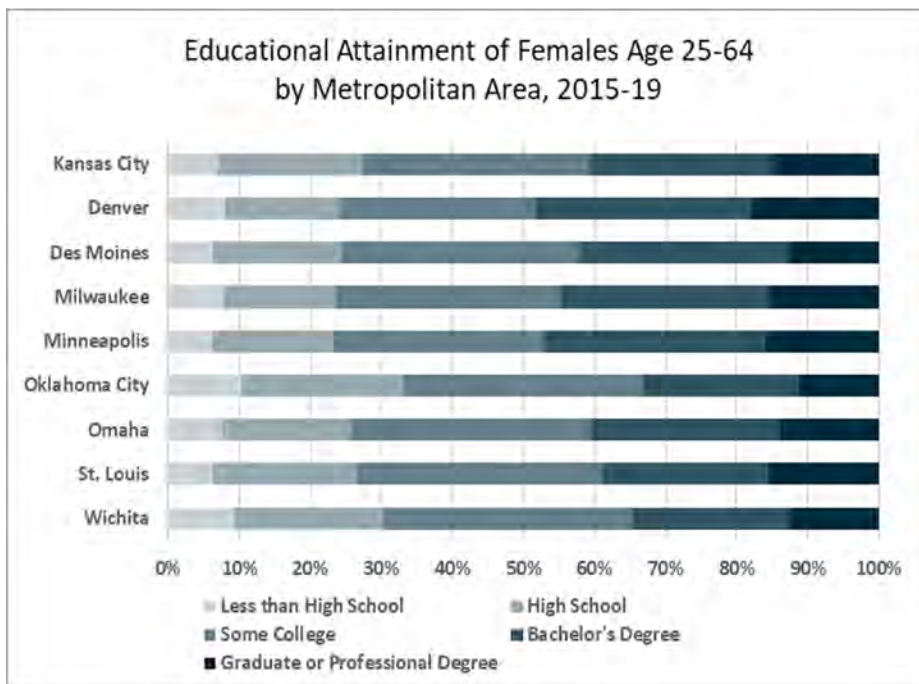


Source: U.S. Census Bureau, 2015-2019 American Community Survey.

Figure 11

Figure 12 compares the educational attainment of females in the KC Metro with other Midwestern metropolitan areas. About 14.7% of Kansas City women have a graduate or professional degree compared to 13.0% of men, and 26.0% of women have a bachelor's degree compared to 24.7% of men. In the last five years, the KC Metro has made improvements in educational attainment. In 2014, we found that 13.1% of Kansas City women had a graduate or professional degree compared to 11.9% of men and 24.7% of women had a bachelor's degree compared to 22.7% of men (Ginther et al. 2016).

Kansas City has a smaller percentage of women with less than a high school degree compared to most of the other metros, as well as a smaller percentage of females with bachelor's degrees or above. Denver has the highest percentage of females with bachelor's degree (30.5%) or higher (17.8%) and Oklahoma City has the lowest percentage with bachelor's (21.9%) or higher (11.3%). See Appendix B for the educational attainment of men by metropolitan area.



Source: U.S. Census Bureau, 2015-2019 American Community Survey Public Use Microdata (PUMS).

Figure 12

Chapter 2. Employment and Earnings

The Employment and Earnings section compares labor force participation rates for men and women and their earnings for Kansas, the U.S., and the Kansas City region. Economic well-being is tied to employment and earnings, and historically, women have had lower labor force participation rates than men due to family obligations. Higher levels of education are associated with higher earnings; per recent data, women's educational attainment has only recently matched and exceeded men's. Women's intermittent labor force participation is also associated with women's lower earnings (Goldin 2014).

Employment

According to estimates from the 2019 ACS, 58.8% of females in the U.S. are in the labor force compared to 61.7% in Kansas. Figure 13 illustrates the employment status of adults ages 25-64 by gender in Kansas, the U.S., and the KC Metro. Women are less likely to be employed and unemployed and more likely to be not in the labor force than men. Female employment is higher in Kansas at 73.5% and the KC Metro at 74.2% than in the U.S. at 69.6%. In 2014, we found lower levels of females employed at 70.0%, 71.3%, and 67.5% respectively (Ginther et al. 2016).

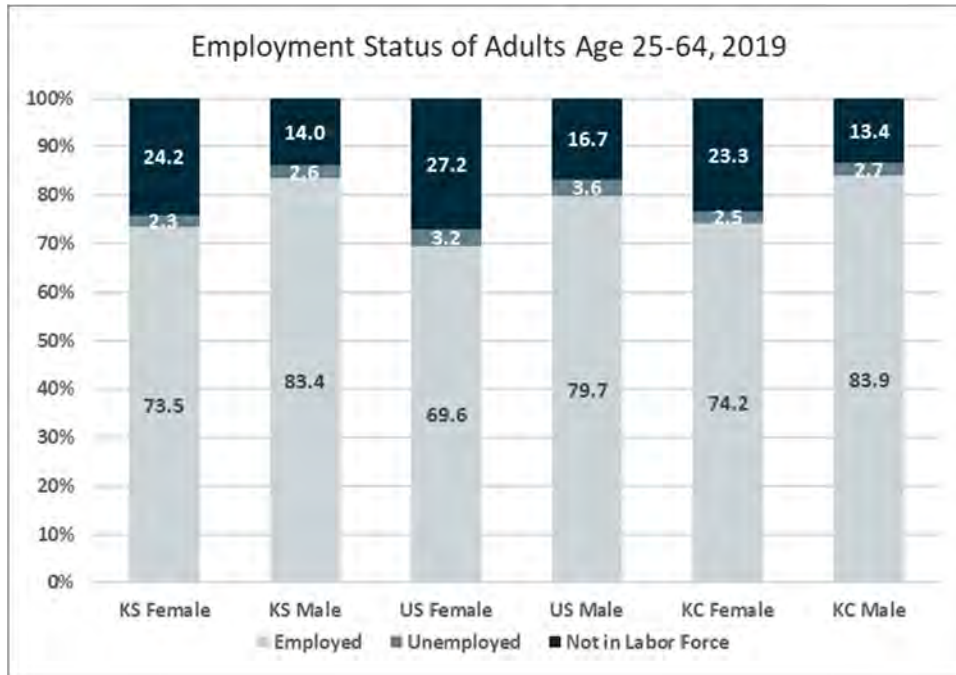
Figure 14 provides a breakdown of employment status for females in selected metropolitan areas in the Midwest. The Kansas City female employment rate at 71.2% is lower than most Midwestern regions except for Wichita and Oklahoma City, which have the highest percentage of females not in the labor force. The

percentage of females not in the labor force range from 17.3% in Des Moines to 28.9% in Wichita. The percentage of men not in the labor force is lower than women with a range of 10.1% (Des Moines) to 16.7% (St. Louis). See Appendix B for employment status of males by metropolitan area.

The geographic distribution of labor force participation differs across the state of Kansas by county and the KC metro areas by tracts. The percent of women age 16 and over in the labor force from 2015-2019 is higher in Kansas at 61.6% than in the U.S. at 58.5% (Figure 15). The 2016 study had Kansas at 62.2% female labor force participation (Ginther et al. 2016).

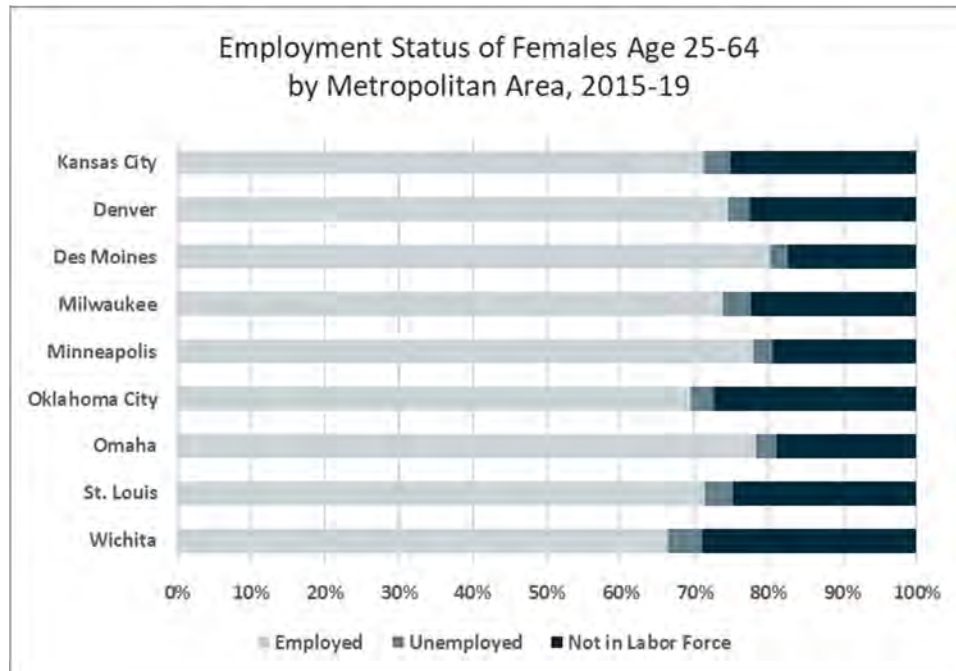
Kansas counties near the KC Metro have some of the highest female labor force participation rates in the state (Figure 15). About one-third of Kansas counties have female labor force participation rates of 60% or higher. Douglas County (city of Lawrence and home of the University of Kansas) has the highest percentage of females in the labor force at 68% followed by Ellis County (city of Hays and home of Fort Hays State University) at 67.6%. Four counties, all rural, have less than 50% of females age 16 and over in the labor force—Morton, Elk, Kearny, and Stevens.

Tract-level data for the KC Metro show some tracts with 80-100% of working age women in the labor force (Figure 16). This is especially true for Johnson County in Kansas and Jackson County in Missouri.



Source: U.S. Census Bureau, 2015-2019 American Community Survey.

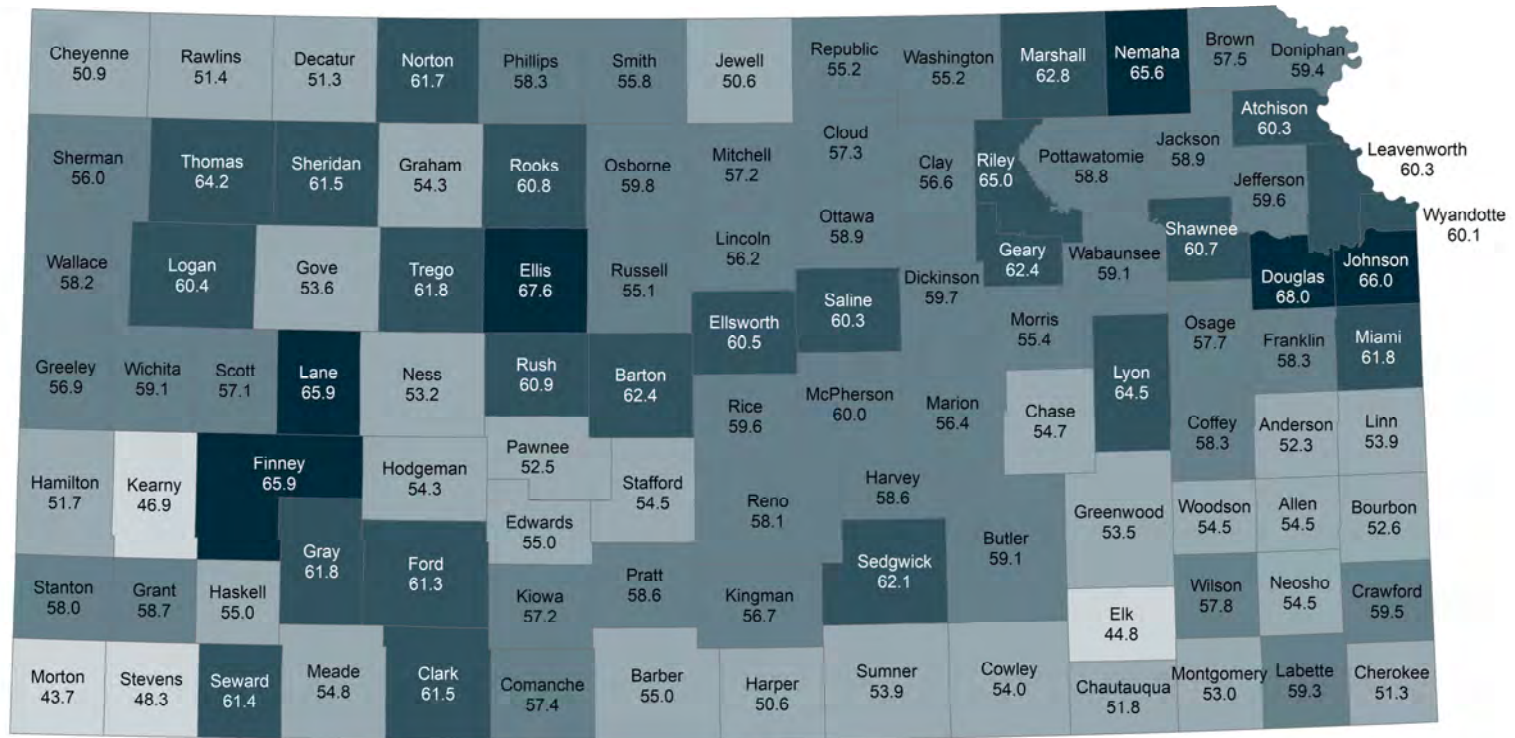
Figure 13



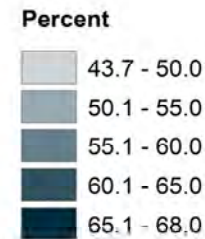
Source: U.S. Census Bureau, 2015-2019 American Community Survey Public Use Microdata (PUMS).

Figure 14

Percent of Women Age 16 and Over in the Labor Force, 2015-19



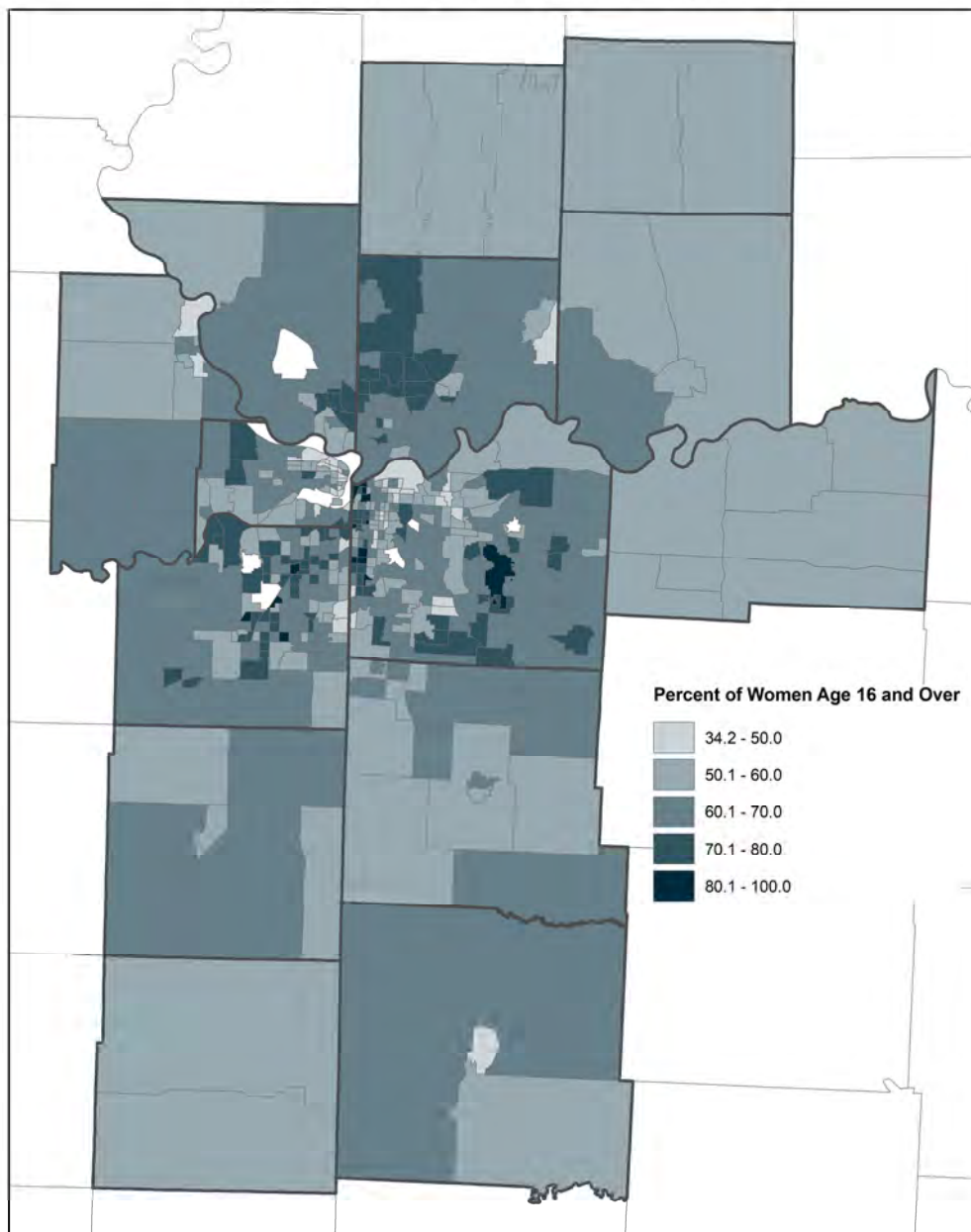
Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.



Kansas: 61.6
U.S.: 58.5

Figure 15

**Percent of Women Age 16 and Over In the Labor Force in the
Kansas City Metropolitan Area, by Census Tract, 2015-19**



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

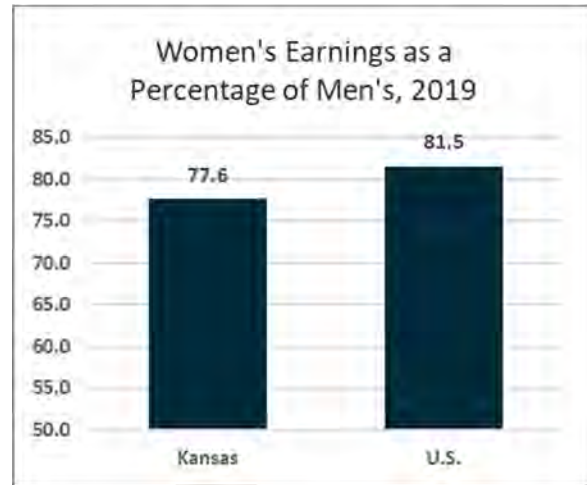
Figure 16

Earnings

In 2019, the median earnings of full-time, year-round workers in Kansas were \$38,116 for female workers and \$49,140 for male workers, a difference of over \$11,000 per year (U.S. Bureau of Labor Statistics).¹ These earnings were lower than the U.S., with \$42,692 for female workers and \$52,364 for male workers.

The gender earnings gap is typically measured as the ratio of female earnings to male earnings. We focus our analysis on median earnings, since average earnings can be skewed by very large or very small numbers. We also focus on full-time, full-year workers (those working at least 35 hours per week for 50 or more weeks per year) to make proper comparisons. When women are paid the same as men, the earnings ratio is 100%. Any percentage less than 100% indicates that women's earnings are lower. These ratios can also be translated into dollar figures; thus, an earnings ratio of 70% is equivalent to stating that a woman earns 70 cents for every dollar earned by a man.

In 2019, women's weekly earnings in the U.S. were 81.5% of men's (Figure 17). Kansas falls into the bottom half of women's earnings as a percentage of men's for all states in the U.S. with an earnings ratio of 77.6% (Figure 18). In 2014, women's earnings as a percentage of men's were 82.5% in the U.S. and 78.9% in Kansas (Ginther



Source: U.S. Bureau of Labor Statistics.

Figure 17

et al. 2016), indicating that women may be losing ground to men with regards to earnings both in Kansas and at the national level.

Figure 19 shows women's earnings as a percentage of men's by race in the U.S. from 1979-2019. Women's earnings as a percentage of men's have made progress but continue to lag men's. When broken down by race, Asian and White women earn less as a percentage of men's earnings than Black or Hispanic women, earning 76.7% and 81.1%, respectively compared to 85.9% for Hispanic and 91.5% for Black or African American women (Figure 19).

¹ Median earnings are based on workers' state of residence; workers' reported earnings may or may not be from a job located in the same state. We

calculated median annual earnings by multiplying median weekly earnings times 52.

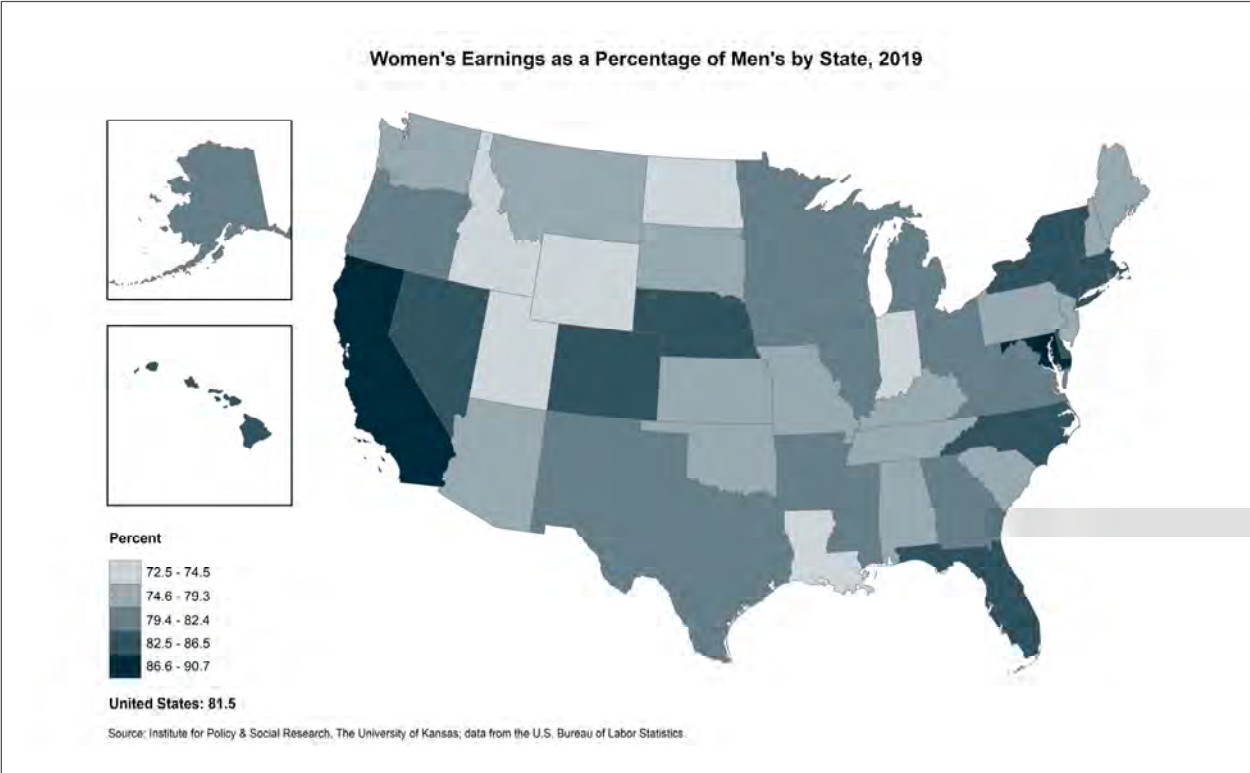
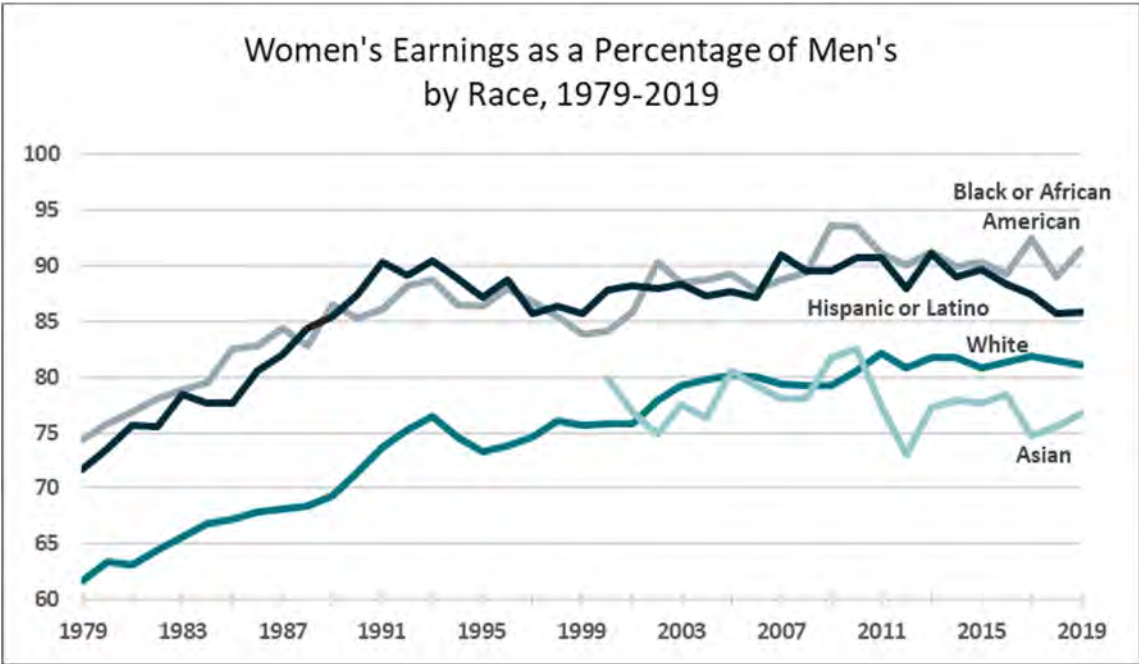


Figure 18



Source: U.S. Bureau of Labor Statistics.

Figure 19

Figure 20 illustrates women's earnings compared to men's earnings for Kansas based on the ACS 2015-2019 five-year average for counties. Females in Kansas earnings ratio is .78 compared to .81 for the U.S.; looking further at a handful of Kansas counties, females earn the same as males or slightly more. This is likely attributed to a higher percentage of government employees in those counties. Government employment typically has more equitable pay across gender and race than private sector employment. The ratio of female-to-male earnings range from .49 for Scott County to 1.06 for Norton and Riley counties.

Appendix B reports labor force participation, median earnings for male and female full-time, year-round workers, and the corresponding earnings ratio by county. Median earnings for women are \$39,879 compared to \$51,266 for men. Median earnings for women are highest in Johnson County (\$51,871) and lowest in Scott County (\$24,776). To put these low earnings in perspective, the poverty guideline for a three-person family with one adult and two children in 2019 was \$20,598. Thus, the median woman working full-time, year-round with two children would earn barely more than the poverty line, and roughly half of all full-time, full-year working women in this county would be earning less than the poverty line.

That said, in a small number of counties women are earning near or better than men, but there is no discernable geographic pattern. In Kansas, women have higher median earnings than men in Norton (106%), Riley (106%), and Stanton (103%) counties, but the gender earnings gap is largest (i.e., smallest ratio of female-to-male earnings) in Scott (49%), Lane (55%), Ness (55%), Russell (56%), Cheyenne (56%), and Elk (57%) counties (Appendix B).

Figure 21 illustrates the same data at the tract level for the Kansas City metropolitan area and shows several tracts where women earn 111% to 176% of what men earn, which are predominately

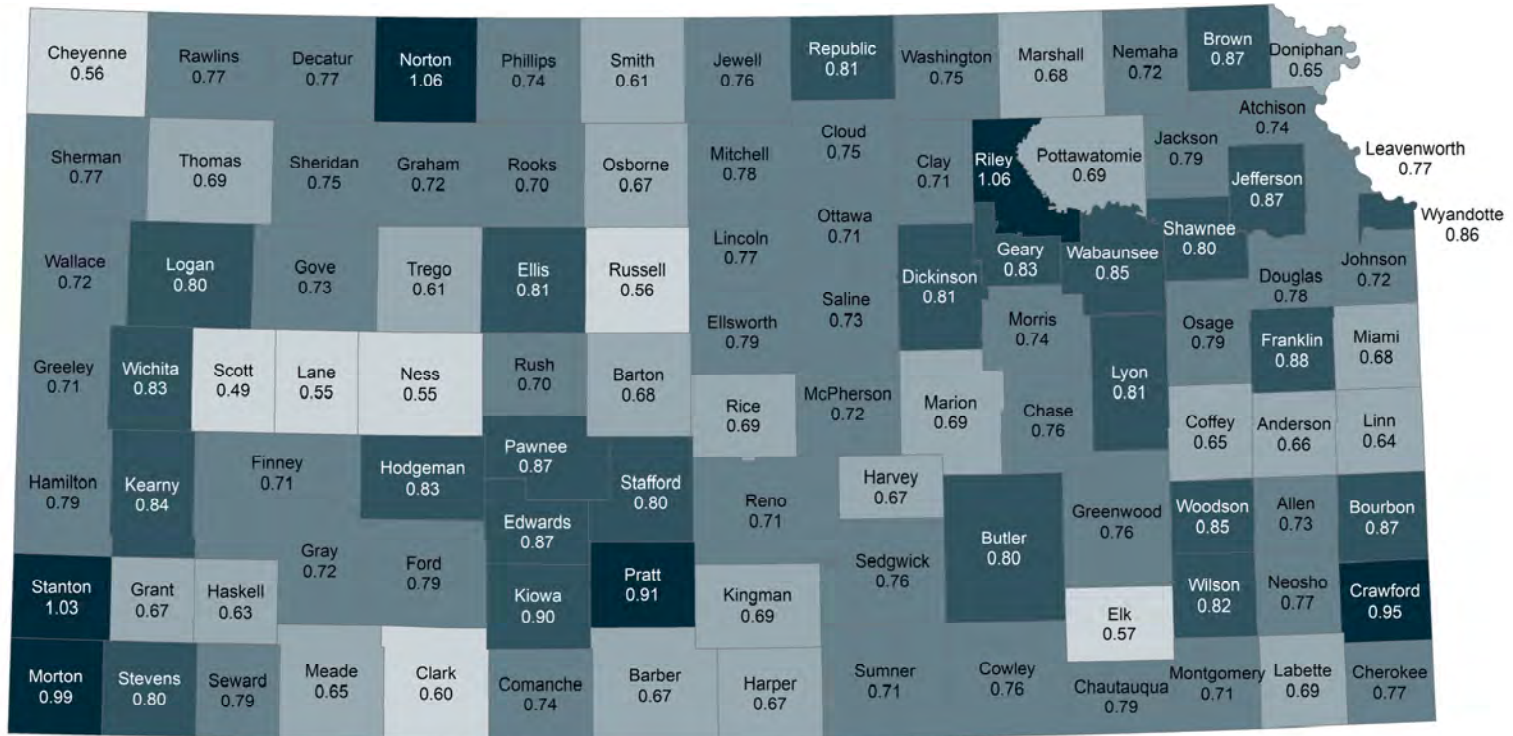
in Jackson County on the Missouri side near the state border. On the Kansas side, there are several tracts in Johnson and Wyandotte counties where women earn above 111% of men.

Kansas has a slightly higher percentage of its full-time, year-round workers earning less than \$25,000 per year compared to the U.S., at 16.6% compared to 16.0% respectively (Figure 22). Eleven counties (about 10%) in Kansas have over 25% of their workers earning less than \$25,000 and these are scattered across Kansas in mostly rural areas.

When only female workers are considered, all of Kansas' 105 counties have more than one-third of its female workers earning less than \$25,000 per year (Figure 23). The percent of female full-time, year-round workers earning less than \$25,000 per year for Kansas is 54.2% compared to 52.0% for the U.S. About 10% of Kansas counties have more than 65% of its female workers earning less than \$25,000.

In general, women earn less than men regardless of education level and location, with the gap lessening as the educational attainment increases to higher levels (Figures 24 and 25). The ratio of female-to-male median wages of individuals with earnings age 25 and older by educational attainment is displayed in Figure 24 and with a detailed side-by-side visualization of high school and bachelor's degrees in Figure 25. Kansas females with a high school degree earn 61 cents for every \$1 of male high school graduate earnings. Kansas females with a bachelor's degree earn only 66 cents for every \$1 of male college graduate earnings. These numbers are significantly lower than those in the U.S. (67 cents for high school grads and 69 cents for college grads). The female-to-male ratio for Kansas, the U.S., and the KC Metro for earners with a graduate or professional degree are virtually the same with 68 cents for every \$1 for Kansas and the U.S. and 69 cents for the KC metro. The KC metro slightly outperforms the U.S. for those with some college.

Ratio of Female-to-Male Median Earnings of Full-time, Year-round Workers, 2015-19



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

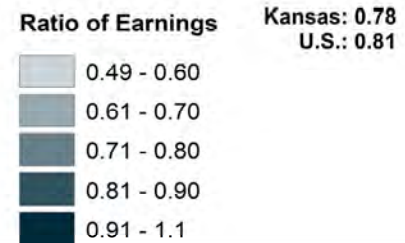
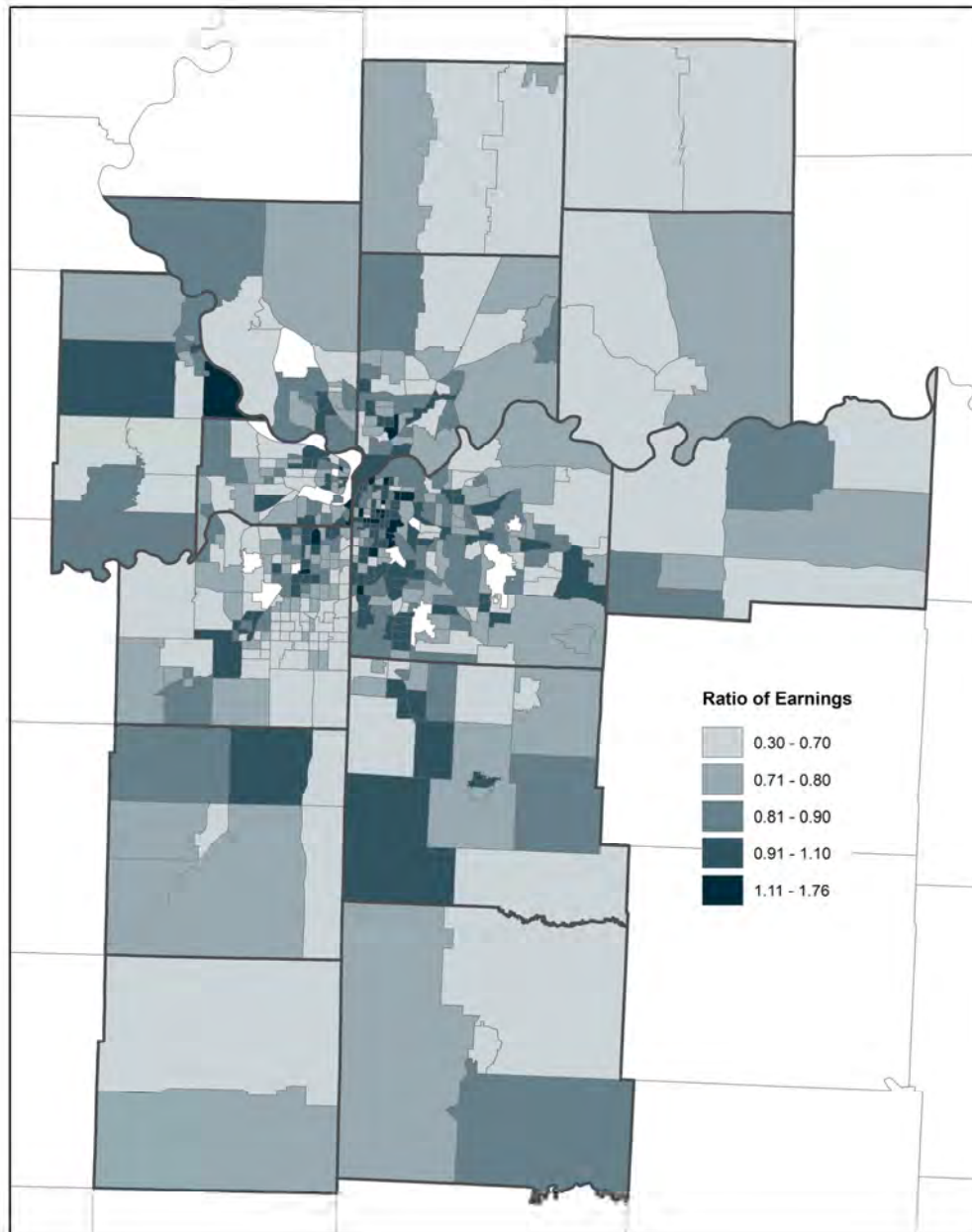


Figure 20

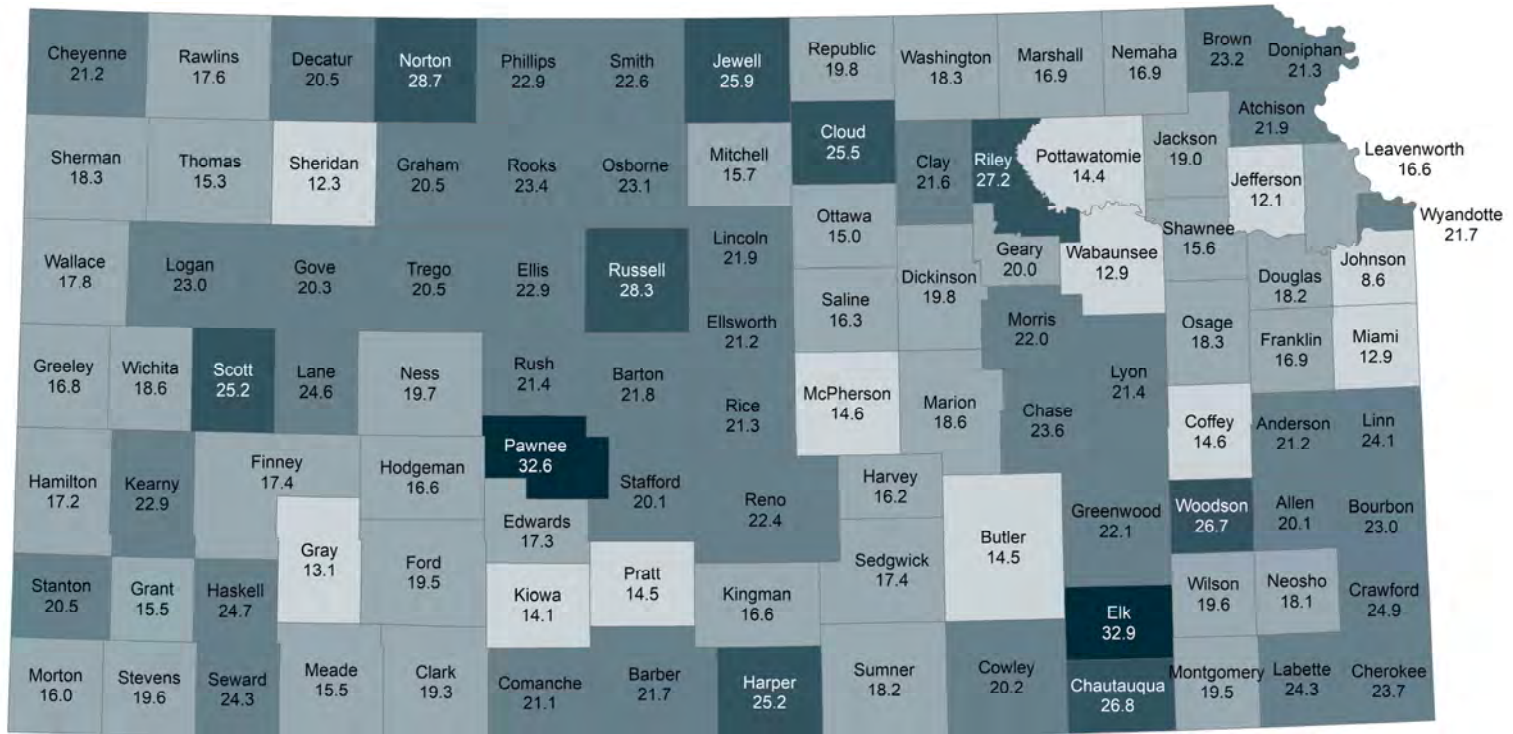
**Ratio of Female-to-Male Median Earnings of Full-time, Year-round Workers in the
Kansas City Metropolitan Area, by Census Tract, 2015-19**



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.
Census Tract 508 in Johnson County, Kansas has a median earning of males top-coded as \$250,000+. A value of \$250,000 was used to produce the ratio.

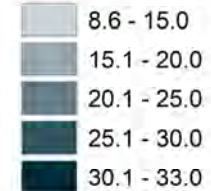
Figure 21

Percent of Full-time, Year-round Workers Earning Less Than \$25,000 per Year, 2015-19



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

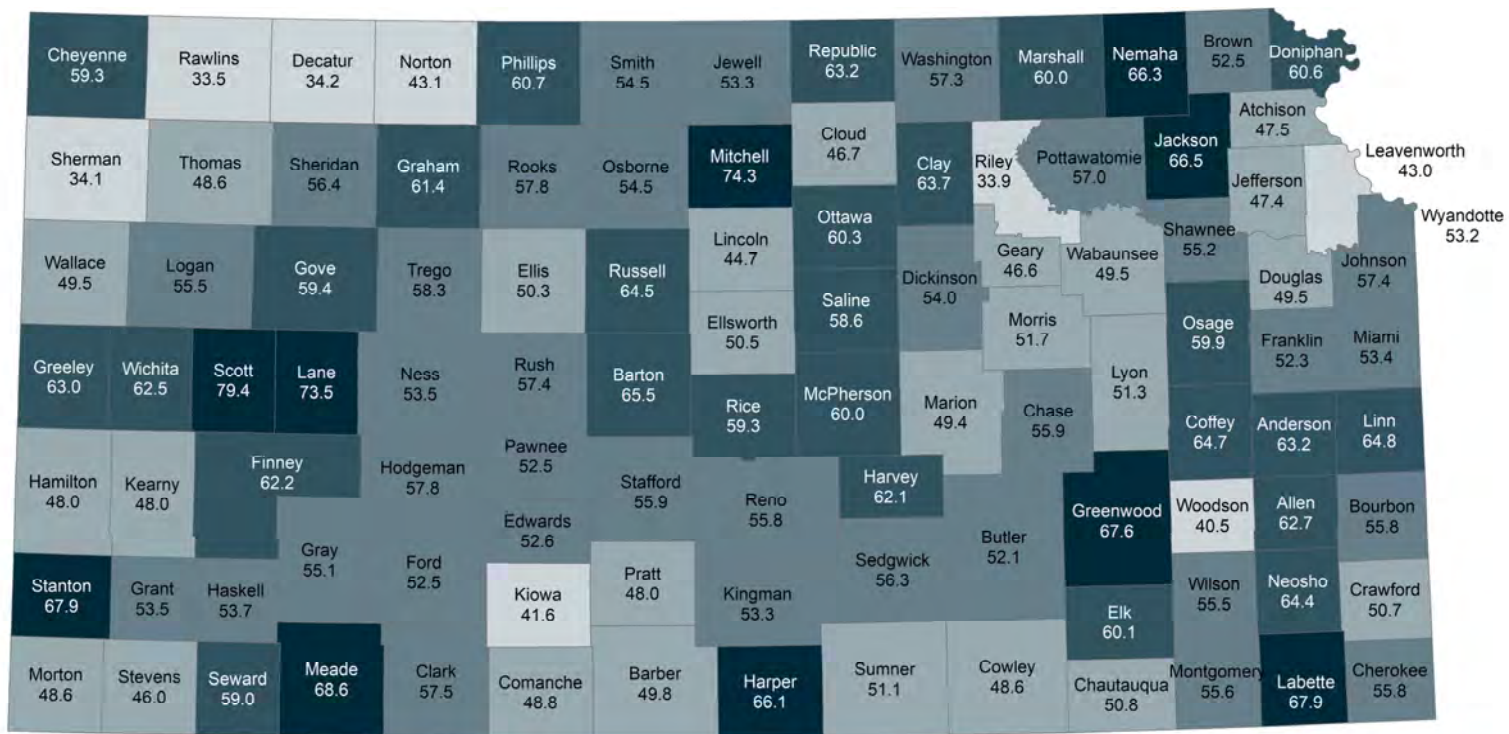
Percent



Kansas: 16.6
U.S.: 16.0

Figure 22

Percent of Full-time, Year-round Workers Earning Less Than \$25,000 per Year who are Female, 2015-19



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

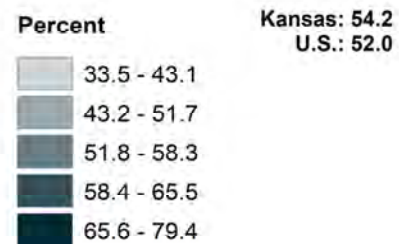
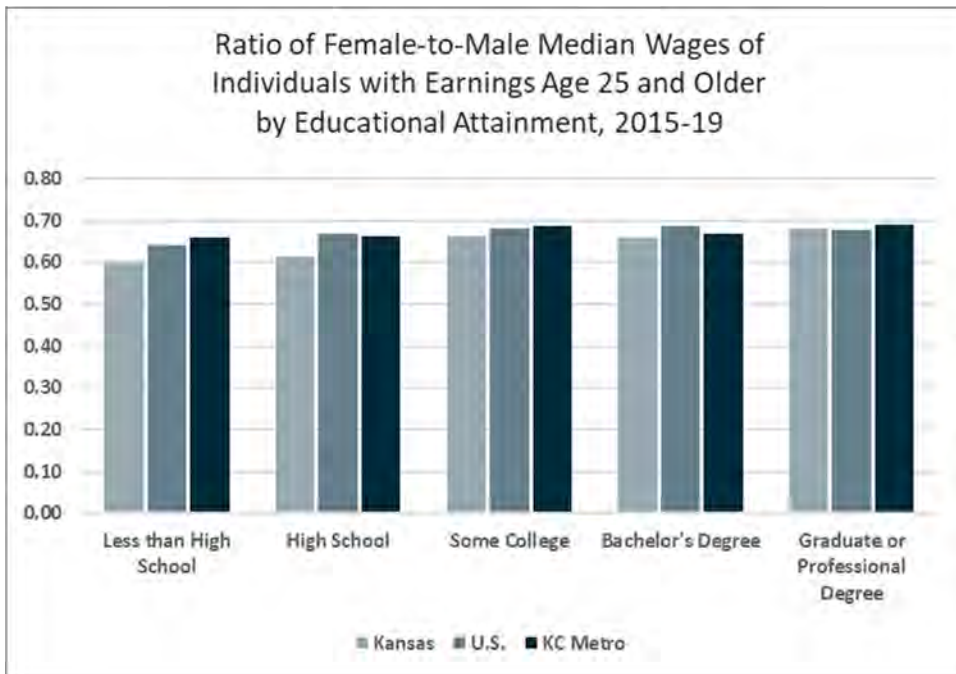
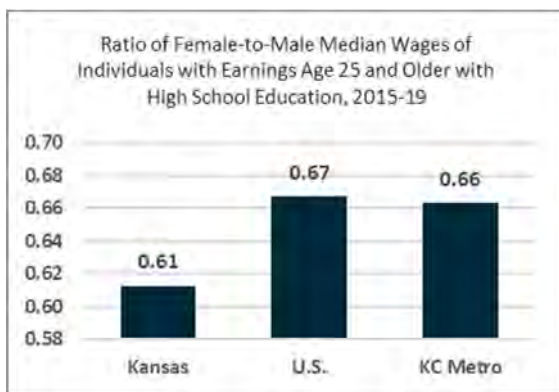


Figure 23



Source: U.S. Census Bureau, 2015-2019 American Community Survey.

Figure 24

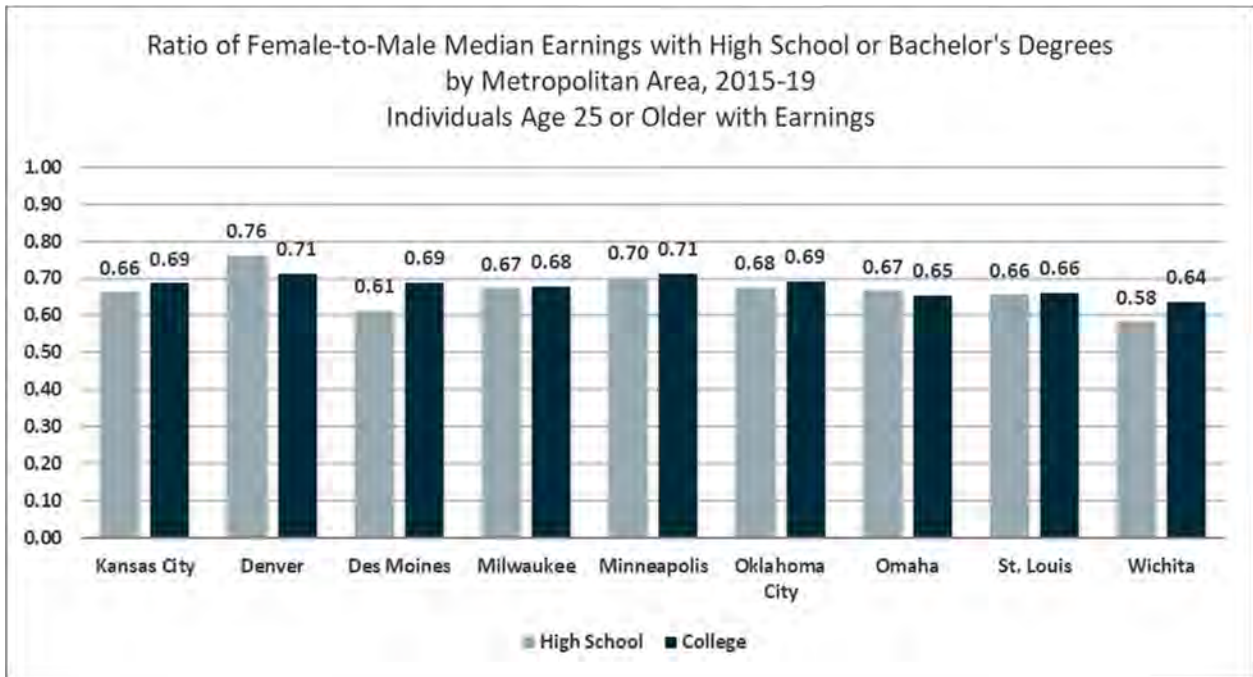


Source: U.S. Census Bureau, 2015-2019 American Community Survey.

Figure 25

In Figure 26 we compare female-to-male median earnings for individuals age 25 and older with a high school and college education by Midwestern metropolitan region. Female high school graduates in the Kansas City Metro earn 66 cents for every dollar of male high school graduates. The female-to-male wage ratio for bachelor's degree recipients is 69 cents for every \$1 for

males in the KC Metro. In 2014, we found that Kansas City females with a high school degree earned 74 cents for every \$1 of male high school graduates and 71 cents for every \$1 male with a bachelor's degree (Ginther et al. 2016). Wichita has the lowest ratio of female-to-male earnings for both high school and college education and Denver the highest.



Source: U.S. Census Bureau. 2015-2019 American Community Survey.

Figure 26

Occupation and Wages

One explanation for the women’s lower earnings is occupational choice. Women tend to work in caring professions that pay significantly less than technical and managerial professions (Folbre 2001). Table 1 shows the top five occupations for women and men in Kansas and the U.S. along with median earnings in these occupations. The top occupations for women include nurses, elementary and middle school teachers, cashiers, and secretaries and administrative assistants,

nursing assistants, and customer service representatives—occupations that are dominated by women. In contrast, the top occupations for men in Kansas and the U.S. involve more physical labor and are more managerial or supervisory in nature. They include driver/sales workers and truck drivers, laborers and movers, farmers, ranchers, and other agricultural managers, construction laborers, retail salespersons, and supervisors of retail workers.

Top 5 Occupations and Median Earnings for Kansas and the U.S., 2019		
Female		
Rank	Kansas	U.S.
1	Registered Nurses \$56,000	Cashiers \$21,000
2	Elementary and Middle School Teachers \$45,000	Registered Nurses \$68,000
3	Cashiers \$15,900	Elementary and Middle School Teachers \$51,000
4	Nursing Assistants \$25,000	Secretaries and Administrative Assistants \$39,100
5	Secretaries and Administrative Assistants \$33,000	Customer Service Representatives \$34,300
Male		
Rank	Kansas	U.S.
1	Driver/Sales Workers and Truck Drivers \$48,000	Driver/Sales Workers and Truck Drivers \$38,530
2	Laborers and Freight, Stock, and Material Movers, Hand \$30,000	Laborers and Freight, Stock, and Material Movers, Hand \$32,600
3	Farmers, Ranchers, and Other Agricultural Managers \$40,000	Construction Laborers \$35,000
4	Construction Laborers \$35,000	Retail Salespersons \$40,000
5	First-Line Supervisors of Retail Sales Workers \$48,000	First-Line Supervisors of Retail Sales Workers \$50,000

Source: Institute for Policy & Social Research, The University of Kansas, calculated from 2019 ACS Public Use Microdata (PUMS) from IPUMS USA, University of Minnesota, www.ipums.org.

Top 5 occupations based on employment. Median earnings are based on full-time, year-round employment.

Workers are classified as year round if they work 50 or more weeks and full-time if they work 35 or more hours in a typical week. Year-round employment for teachers considered to be the school year.

Table 1

The economics literature is divided on why women are overrepresented in caring occupations. Some argue that women have been historically segregated into female-dominated jobs such as secretaries and administrative assistants by gender stereotypes. Others argue that women choose these occupations because of either regular working hours (e.g. secretaries and administrative assistants) or flexible working hours (e.g. registered nurses) (Goldin 2014).

Women's occupations typically pay significantly less than men's occupations. However, the top-earning occupation for women is higher than the top-earning for men: registered nursing has median earnings of \$56,000 for Kansas and \$68,000 for the U.S. compared to first-line supervision of retail sales workers with median earnings of \$48,000 for Kansas and \$50,000 for the U.S. (Table 1).

The lowest paying female occupation is cashiers with median earnings ranging from \$15,900 for Kansas to \$21,000 for the U.S. In contrast, the lowest paying men's occupation—laborers and freight, stock, and material movers—earns more at \$30,000 for Kansas and \$32,600 for the U.S. In 2016, we found that even within occupations and the same state, men earn more than women (Ginther et al. 2016). Although some portion of the gender pay gap can be attributed to occupational choice, often women are not receiving equal pay for equal work.

It is interesting to note that salaries for comparable occupations for women (registered nurses, cashiers, and teachers) are lower in Kansas than in the U.S. However, the salaries for comparable occupations for men (laborers, construction, and retail sales) are comparable in Kansas and the U.S.

Table 2 shows selected occupations based on employment for women and men in Kansas and compares their median earnings to surrounding states and the U.S. In general, female earnings in Kansas are lower than the U.S. and the surrounding states with a few exceptions. Registered nurses earn less in Oklahoma and middle and elementary school teachers earn less in Missouri and Oklahoma. Kansas secretaries, administrative assistants, and sales cashiers earn less comparatively to all the surrounding states and the U.S. Females in Colorado fare the best comparatively in all cases except compared to median earnings in the U.S. for elementary and middle school teachers.

Male drivers/sales workers and truck drivers in Kansas earn more than males in all the surrounding states and the U.S. except for Iowa, where median earnings are the same (Table 2). Kansas male construction laborers earn less than those in Colorado and Iowa. Hand laborers and freight, stock, and material movers in Kansas are among the lowest earners.

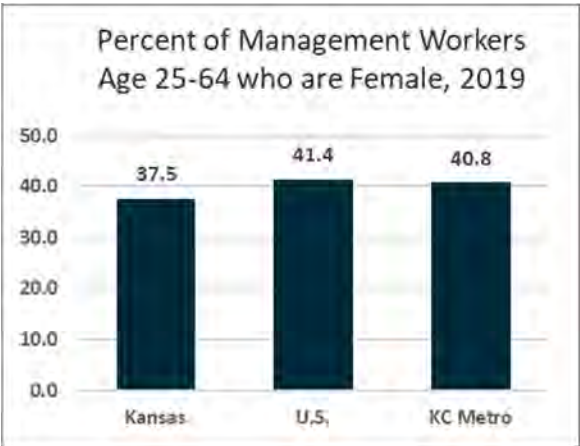
Common Top Occupations and Median Earnings for Kansas, Surrounding States, and the U.S., 2019							
Female							
Occupation	Kansas	Colorado	Iowa	Oklahoma	Nebraska	Missouri	U.S.
Elementary and Middle School Teachers	\$45,000	\$48,000	\$56,000	\$40,000	\$50,000	\$42,000	\$51,000
Registered Nurses	\$56,000	\$68,000	\$58,000	\$65,000	\$54,000	\$60,000	\$68,000
Sales - Cashiers	\$15,900	\$26,000	\$21,000	\$20,000	\$21,000	\$20,000	\$21,000
Secretaries and Admin. Assistants	\$33,000	\$42,000	\$38,000	\$40,000	\$50,000	\$36,000	\$39,100
Male							
Occupation	Kansas	Colorado	Iowa	Oklahoma	Nebraska	Missouri	U.S.
Construction Laborers	\$35,000	\$42,000	\$40,000	\$35,000	-	\$34,000	\$35,000
Driver/Sales Workers and Truck Drivers	\$48,000	\$35,400	\$48,000	\$45,000	\$42,000	\$34,000	\$38,530
Laborers and Freight, Stock, and Material Movers, Hand	\$30,000	-	\$38,000	\$30,000	\$39,000	\$33,000	\$32,600

Source: Institute for Policy & Social Research, The University of Kansas, calculated from 2019 ACS Public Use Microdata (PUMS) from IPUMS USA, University of Minnesota, www.ipums.org.

Top occupations based on employment. Data are shown where occupation falls in top 5 in given state but are shown in alphabetical order. Median earnings are based on full-time, year-round employment. Workers are classified as year round if they work 50 or more weeks and full-time if they work 35 or more hours in a typical week. Year-round employment for teachers considered to be the school year. Single dash (-) indicates occupation not in the top five based on employment for that state.

Table 2

Another measure of women’s economic well-being is the percentage of women holding management positions. Management positions put women in leadership and decision-making roles in their employment. Figure 27 shows the percentage management workers ages 25-64 who are female in 2019. Kansas has significantly fewer women working in management with 37.5% compared to the U.S. with 41.4%, and the KC Metro with 40.8%. In 2014, we also found a lower percent of management workers in Kansas at 37.8% compared to the U.S. at 39.9% but a higher percent in the KC Metro at 41.3% (Ginther et al. 2016).

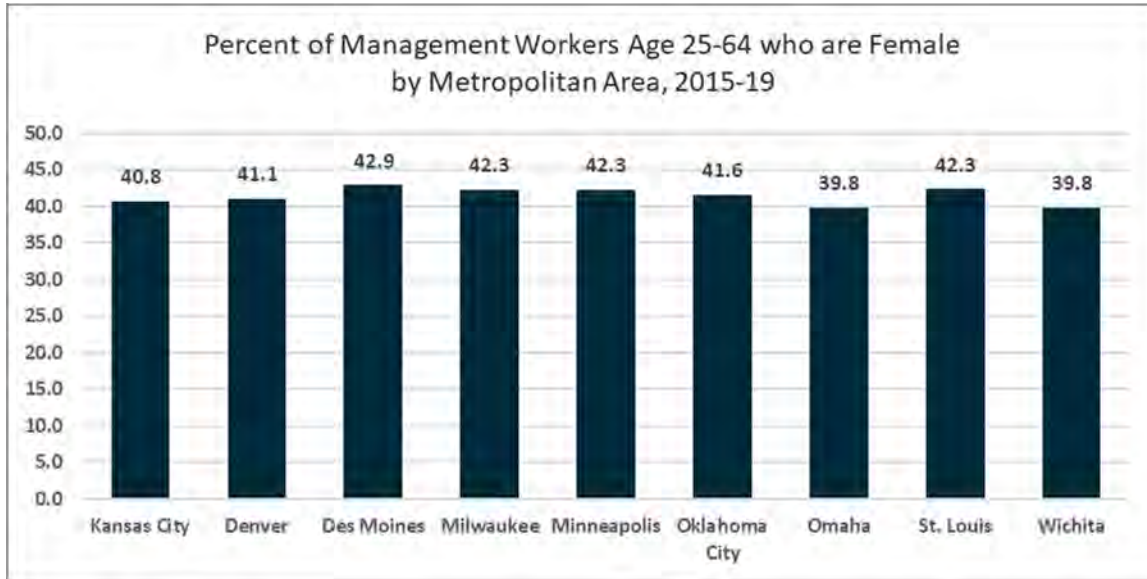


Source: U.S. Census Bureau, 2015-2019 American Community

Figure 27

Figure 28 compares the percentage of management workers who are female in the KC Metro to other metropolitan regions. Kansas City falls on the lower end of more women in management positions at 40.8%, with only

Omaha and Wichita having a lower percentage of female managers. Our 2014 data saw Kansas City outperform the Milwaukee and St. Louis metros in addition to Omaha and Wichita (Ginther et al. 2016).



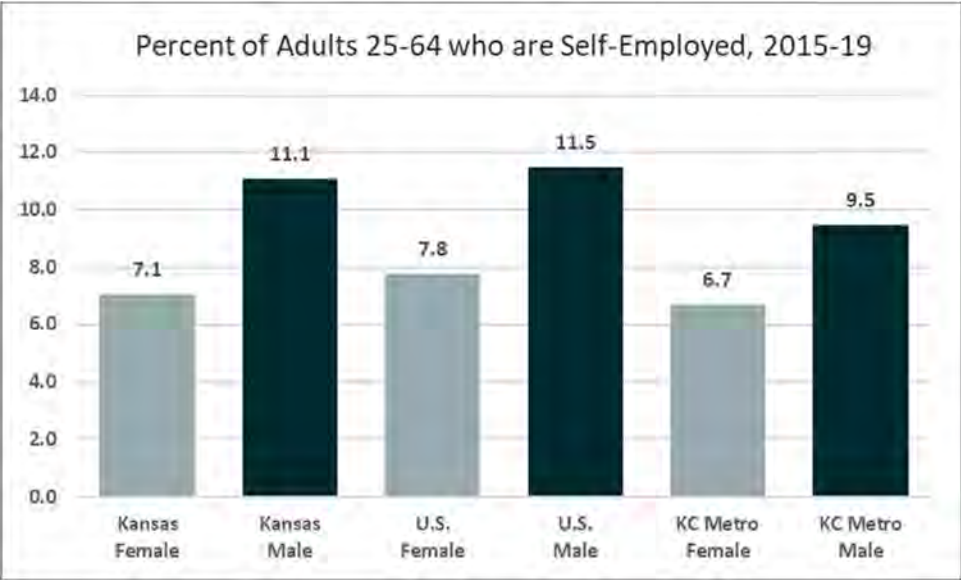
Source: U.S. Census Bureau, 2015-2019 American Community Survey Public Use Microdata (PUMS).

Figure 28

Self-employment and business ownership are used to measure entrepreneurship and often provide opportunities for higher earnings. Figure 29 shows the percentage of men and women who are self-employed in Kansas, the U.S., and KC Metro. In all regions, men have higher rates of self-employment than women. Rates of self-employment are higher in the U.S. than in either Kansas or the Kansas City metro area. However, in 2014, Kansas females had a higher rate of self-employment at 8.0% compared to U.S. females at 7.7% (Ginther et al. 2016).

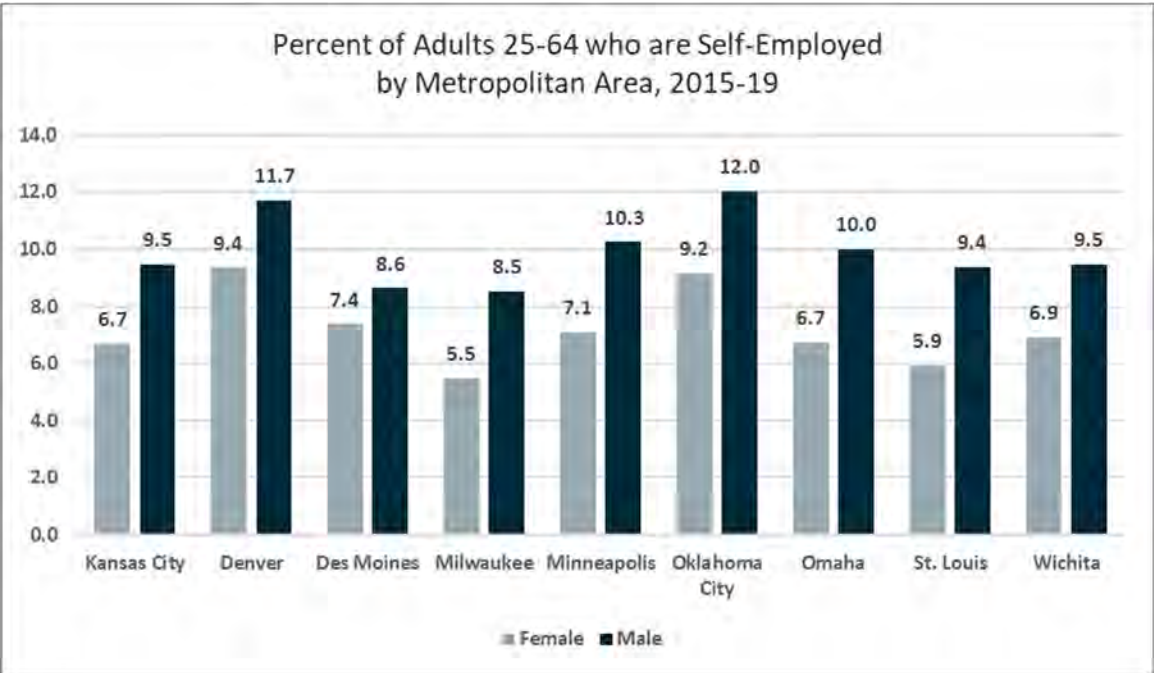
The male-female self-employment gap is largest in Kansas, where men are more likely to be self-employed at 7.1% for female compared to 11.1% for male (Figure 29). Self-employment is the lowest in the KC Metro and the gender gap is the smallest, where 6.7% of women are self-employed compared to 9.5% of men.

Figure 30 compares Kansas City to other metropolitan areas. In all metros, men are more likely to be self-employed than women. In general, where male rates of self-employment are highest, the gender gap in self-employment is also large. Kansas City has relatively lower rates of self-employment in general, at 6.7% of females compared to 9.5% of males—a 2.8 percentage point gender gap. In 2014, the percentages were 6.9% for females and 8.9% for males (Ginther et al. 2016). Denver and Oklahoma City have the highest rates of self-employment with 9.4% of females self-employed compared to 11.7% of males in Denver and 9.2% of females self-employed compared to 12% of males in Oklahoma City. Milwaukee has the lowest rate of self-employment for both females and males at 5.5% of 8.5%, respectively.



Source: U.S. Census Bureau, 2015-2019 American Community Survey Public Use Microdata (PUMS).

Figure 29



Source: U.S. Census Bureau, 2015-2019 American Community Survey Public Use Microdata (PUMS).

Figure 30



Source: U.S. Census Bureau, 2017 Annual Business Survey.

Figure 31

Business ownership is a second measure of entrepreneurship. Figure 31 shows the percent of firms owned by women in 2017 using data from the new Annual Business Survey.² Around 16.8% of firms are female-only owned in Kansas compared to 19.7% of firms in the U.S. However, around 19.2% of firms in Kansas are equally male/female owned compared to 15.0% in the U.S. When these two categories are combined, 36.0% of Kansas firms have female ownership compared to 34.7% of U.S. firms. While women are slightly less likely to be self-employed in Kansas than in the U.S., it appears they are more likely to transition from self-employment to business ownership in Kansas than in the U.S.

² The 2017 Annual Business Survey (ABS) is a new joint project between the U.S. Census Bureau and the NSF's National Center for Science and Engineering Statistics (NCSES) and therefore not comparable to the 2012 Survey of Business Owners data. The ABS replaces the five-year Survey of Business Owners for employer businesses, the Annual Survey of Entrepreneurs, and the Business Research and Development and Innovation Survey for Microbusinesses. According to the U.S. Census Bureau: Included are all nonfarm employer

businesses filing the 941, 944, or 1120 tax forms. The ABS covers both firms with paid employees and firms with no paid employees. The ABS is conducted on a company or firm basis rather than an establishment basis. A company or firm is a business consisting of one or more domestic establishments that the reporting firm specified under its ownership or control. Business ownership is defined as having more than 50% of the stock or equity in the business. Sex is categorized as male, female, or equally male/female.

Chapter 3. Childcare and Health Care

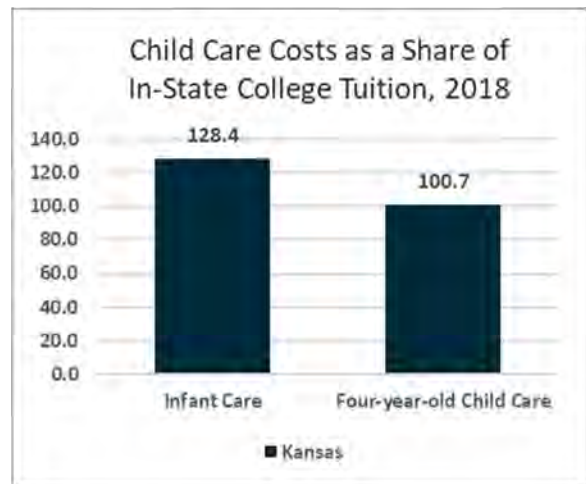
Access to affordable, high-quality childcare is a key ingredient in women’s economic empowerment. Women with children under the age of five years cannot work without someone to take care of their children. That said, childcare availability and childcare costs are difficult to measure. Thus, we used a variety of data sources to examine these issues for Kansas. The Economic Policy Institute (EPI) has calculated the average cost of full-time infant care in a Center by state in 2018. Childcare in family daycares is typically less expensive, but very difficult to measure. This report utilizes EPI’s estimates to gain a better understanding of the costs of childcare. These estimates should be considered an upper bound of childcare costs in Kansas and the U.S. We compare these costs to in-state college tuition and median annual earnings to gain a deeper appreciation of childcare affordability.

Childcare Affordability

According to EPI, Kansas is one of 33 states where infant care costs exceed the expense of full-time, in-state tuition for public colleges and universities. In 2018, infant care cost in Kansas was \$11,222, which was \$2,485 (28.4%) more than public college tuition (Figure 32). In 2014, infant care cost was 49.1% more than in-state tuition (Ginther et al. 2016). EPI estimated that infant care cost in 2018 was 12.3% more than average annual rent (\$9,846). Childcare costs for a four-year old (\$8,798) also exceed the public

college tuition costs (\$8,737) in Kansas. EPI estimates that a typical family in Kansas would have to spend 32.3% of its income on childcare for an infant and a four-year old. According to the U.S. Department of Health and Human Services, childcare is affordable if it costs no more than 7% of a family’s income. By this standard, EPI estimates that only 8% of Kansas families can afford infant care.

Infant care costs in Kansas as a percentage of women’s median earnings are some of the highest in the country (Figure 33). Full-time infant care costs in a daycare center in Kansas at \$11,222 is estimated to be 29.4% of women’s median earnings.³



Source: Economic Policy Institute.

Figure 32

³ Calculated using EPI infant care cost and 1-year ACS median wages for Kansas females.

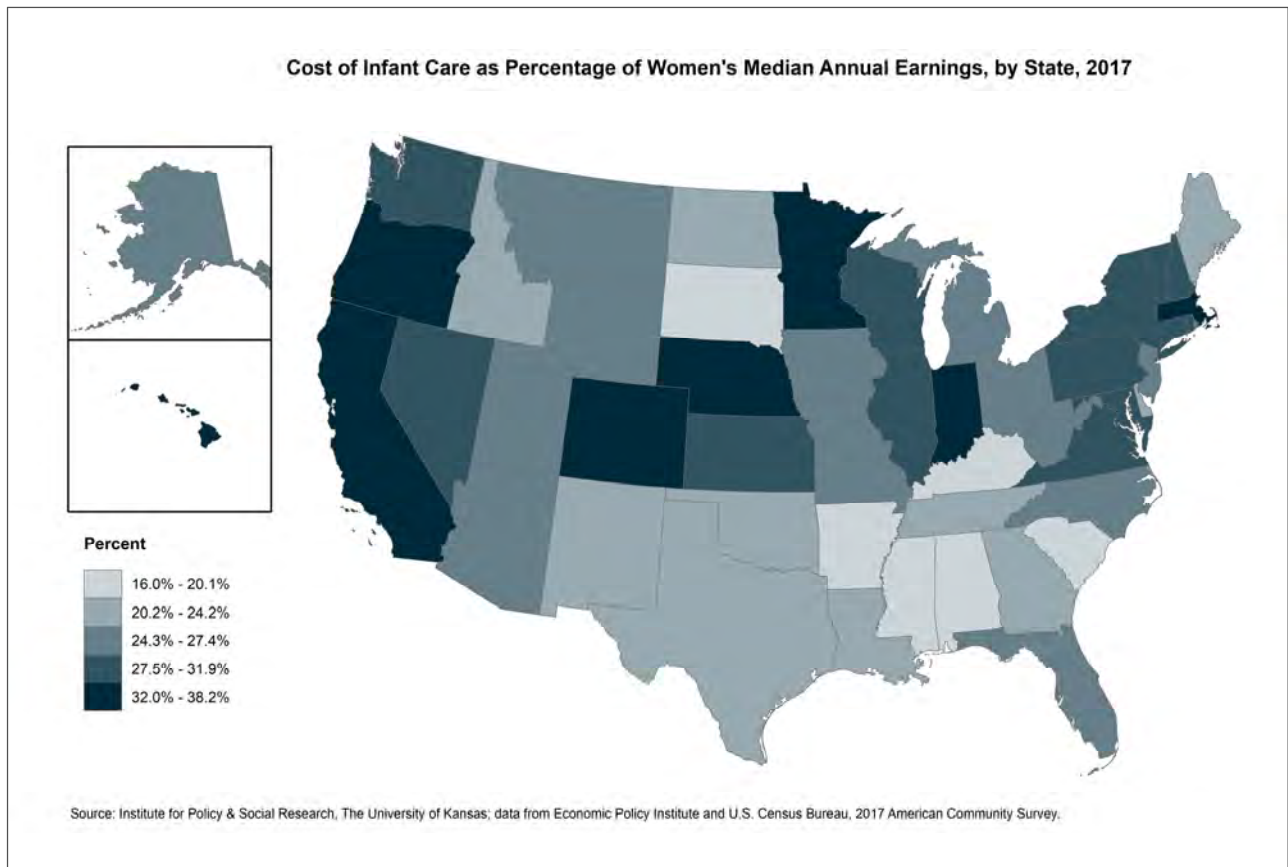
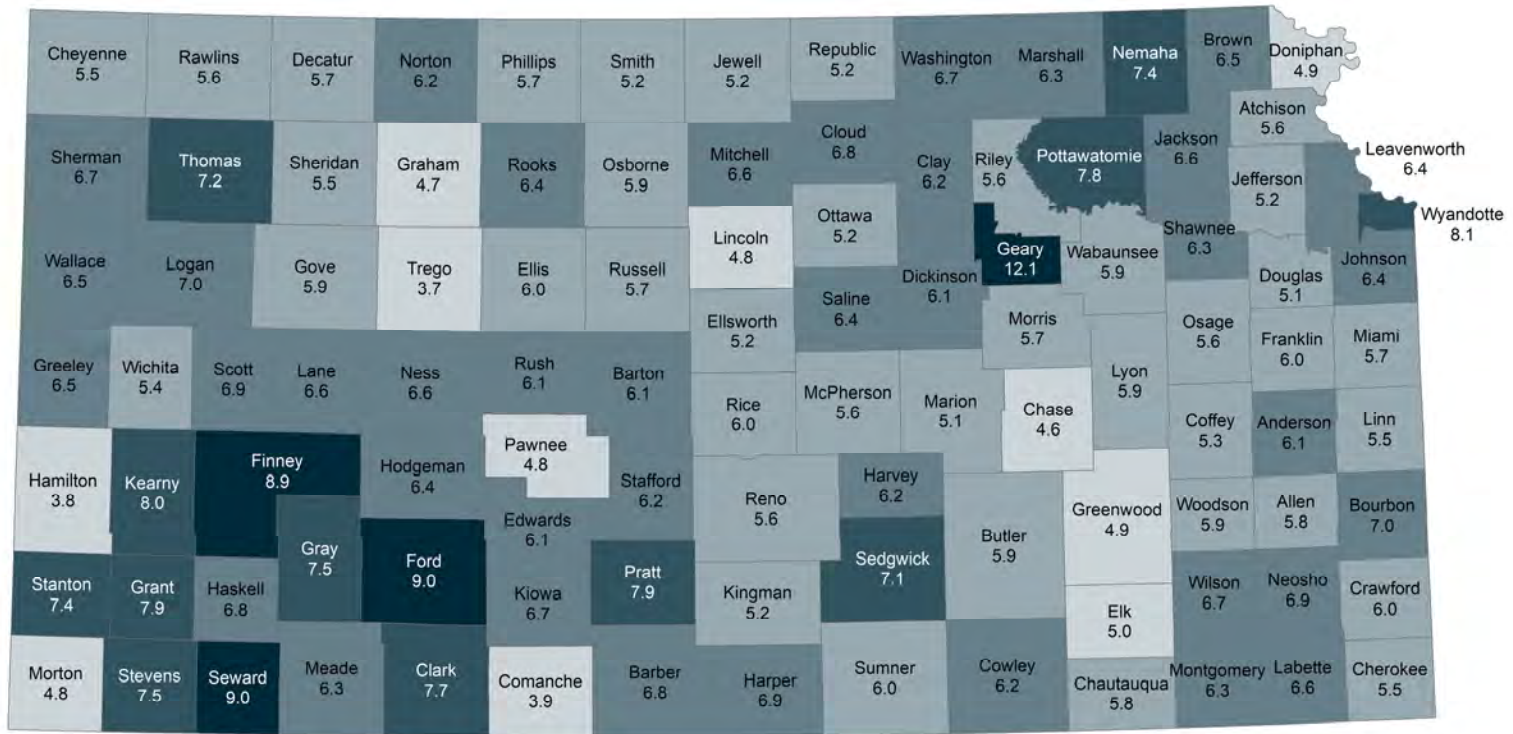


Figure 33

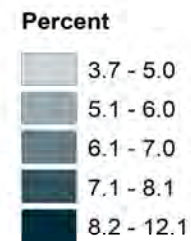
Access to childcare depends on the number of children needing care, a function of the labor force participation of parents, and the number of facilities available. As shown in Chapter 1, Kansas has a higher percentage of children under 18 than the U.S. Figure 34 shows that this is also true for children under the age of 5, as Kansas has a slightly higher percentage of its population under the age of 5 at 6.6% compared to 6.1% in the U.S. Similar to the population statistics for children under 18, high concentrations of children under the age of 5 can be found in Southwest Kansas counties as well as Geary, Potawatomie, and Wyandotte counties; 8-12% of these counties population are under the age of 5.

Figure 35 shows access to childcare in Kansas by county. The number of children per childcare slot in Kansas is around two. In about one-third of Kansas counties, there are three to six children for every childcare slot. Access to childcare is a problem for both rural and urban Kansas with only one county (Phillips) having the capacity to meet the county's population of children under 5. Southwest Kansas is noticeably lacking in childcare slots. See Appendix B for the number of infant and preschool childcare facilities in Kansas by county along with the number of children under 5. The impact of the ongoing COVID-19 pandemic on childcare and women's employment is investigated in Chapter 6.

Percent of Population Under Age 5, 2015-19



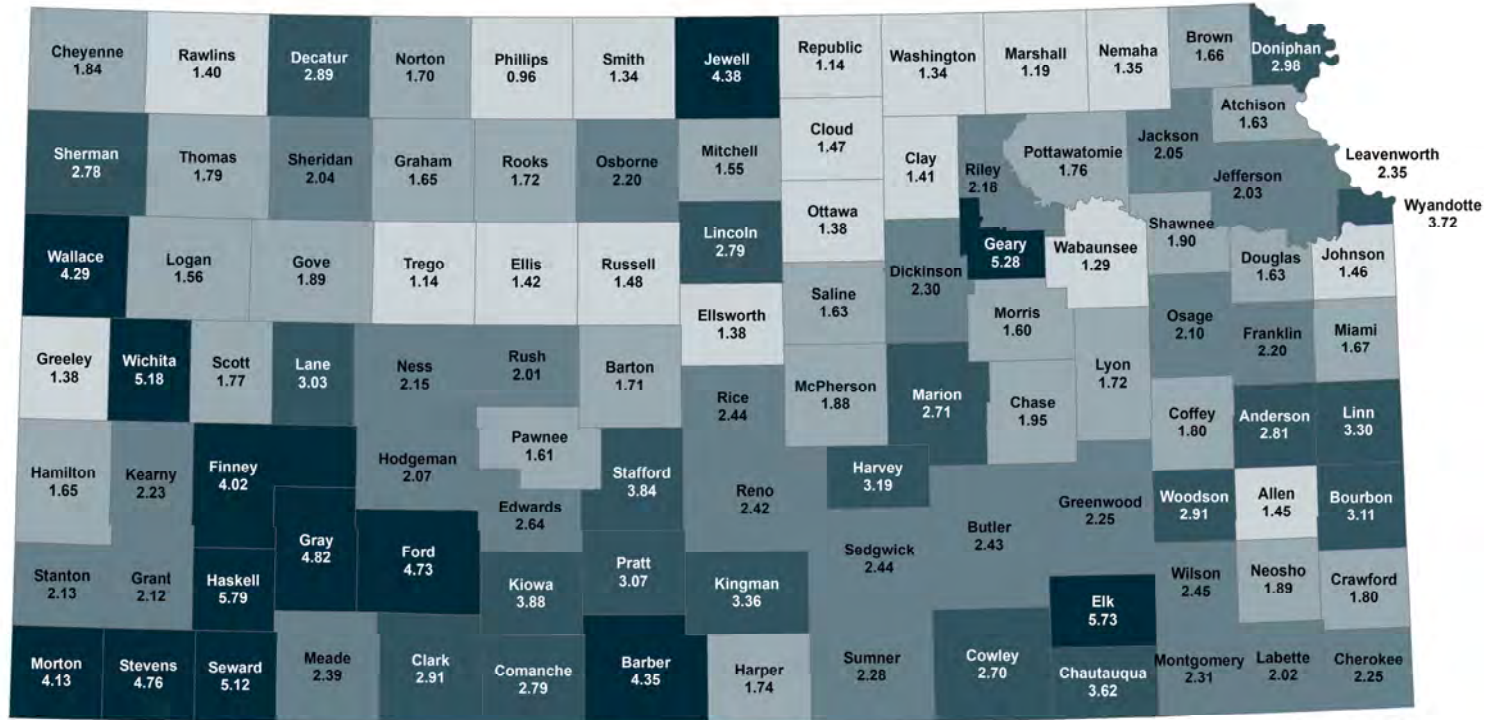
Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.



Kansas: 6.6
U.S.: 6.1

Figure 34

Number of Children Under 5 per Child Care Slot in Kansas, by County, 2020



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey; Kansas Department of Health and Environment, Bureau of Child Care Licensing and Registration, Capacity as of December 31, 2020.

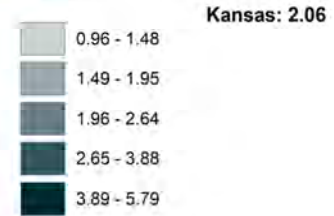
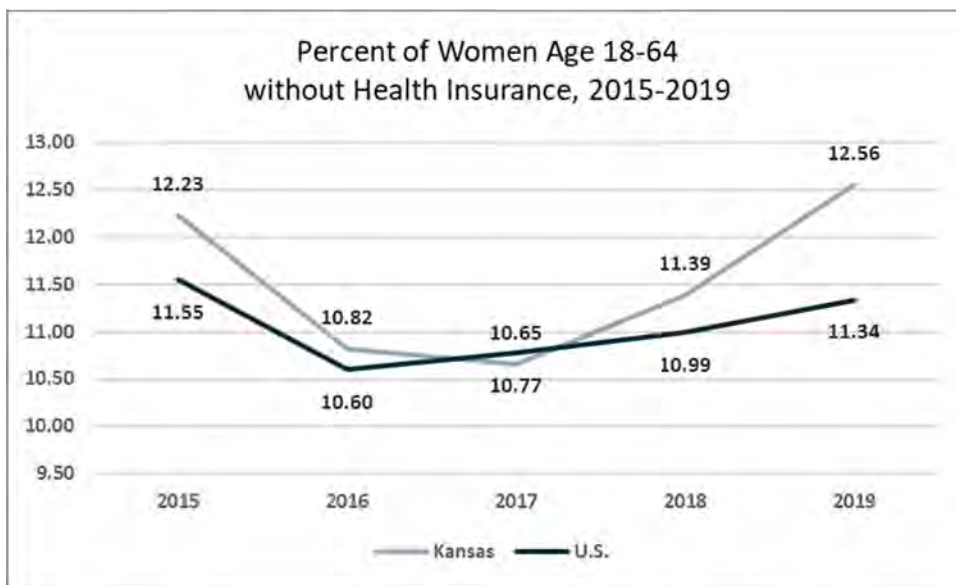


Figure 35

Health Care

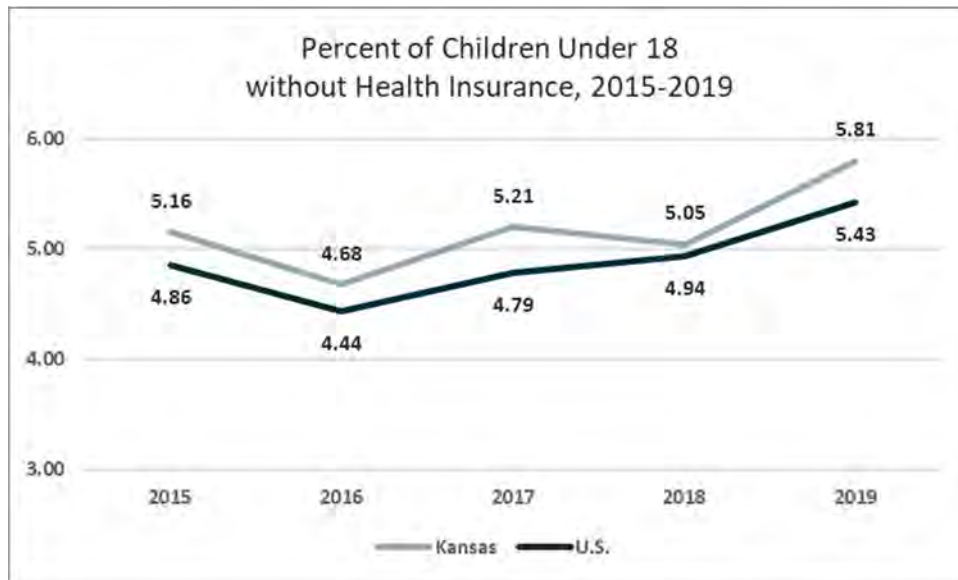
The percentage of prime working age women (18-64) without health insurance from 2015-2019 is illustrated in Figure 36. The Affordable Care Act (ACA) was enacted in 2010 with the mandates fully implemented by 2014. The ACA's individual mandate penalty was reduced to \$0 after the end of 2018. In most states, people who were uninsured in 2019 were not assessed a penalty. The percent of working age women without health insurance decreased in Kansas and the U.S. since the ACA individual mandate and then has increased since the change in penalty to \$0.

The percent of children under 18 without health insurance in Kansas and the U.S. declined after ACA but has increased since the change in the mandate penalty (Figure 37). From 2018-2019, the number of working age women without health insurance increased 10.3% in Kansas and 3.0% in the U.S. For children under 18, the number uninsured increased 14.6% for Kansas compared to 9.3% for the U.S. These findings represent a departure from the trend of falling shares of uninsured women and children observed in the previous report (Ginther et al. 2016). See Appendix B for data on men without health insurance.



Source: U.S. Census Bureau, 2015-2019 1-Year American Community Survey Public Use Microdata (PUMS).

Figure 36



Source: U.S. Census Bureau, 2015-2019 1-Year American Community Survey Public Use Microdata (PUMS).

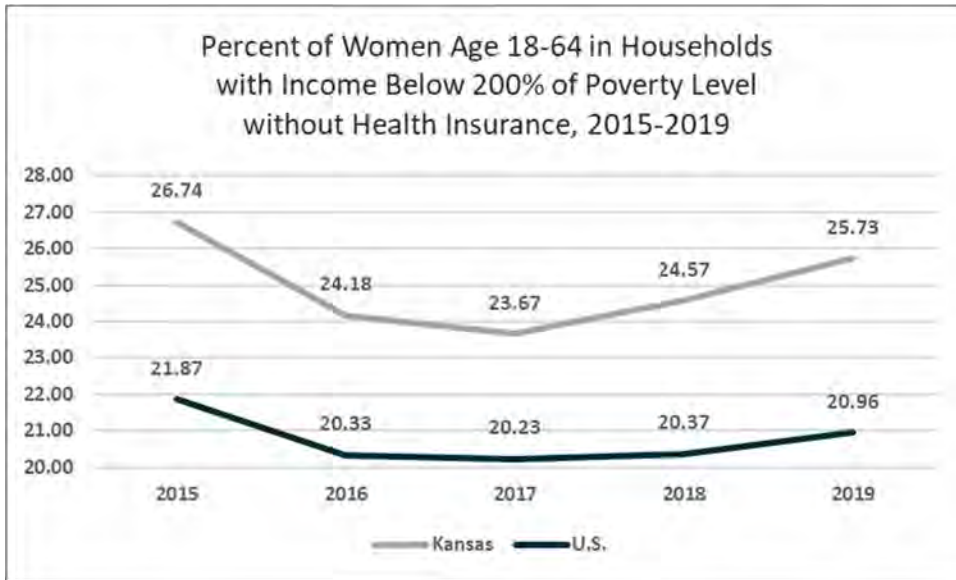
Figure 37

The percent of working age women with household income 200% or less of poverty without health insurance is shown in Figure 36. The impact of the ACA on women’s health insurance can be seen in the percentages for 2010-2013 (prior to ACA’s implementation) and 2014 (after ACA implementation).⁴ The ACA individual mandate coupled with the expansion of Medicaid coverage in 29 states is likely why the percentage of women with households 200% below poverty was lower for the U.S. in 2014 than for Kansas. Since then, Kansas has not expanded Medicaid and the mandate penalty changed to \$0 in 2018. The number of women in poverty without health insurance is on the rise for Kansas (2.5%) compared to a decrease for the U.S. (-2.2%). The percent of women with income

below 200% of the federal poverty level without health insurance is increasing in both Kansas and the U.S. (Figure 38). In 2019, about one-fifth of women with income below 200% of the federal poverty level in the U.S. and over one-fourth of women with income below 200% of poverty level in Kansas did not have health insurance.

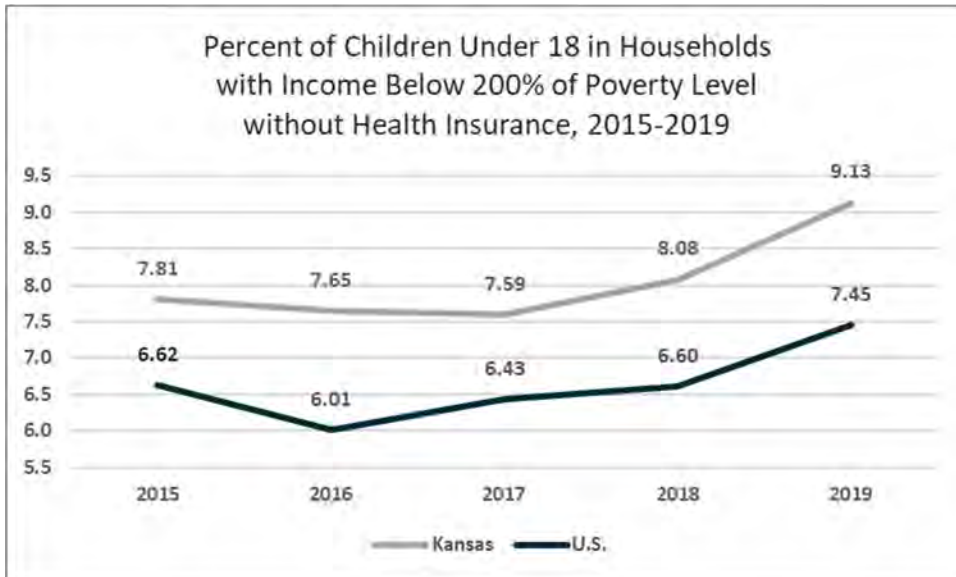
Figure 39 shows the percent of children living in households with income below 200% of the federal poverty level without health insurance from 2015 to 2019 is on an upward trajectory for both Kansas and the U.S. The number of children in these households without health insurance increased by 9.6% in Kansas compared to 8.0% for the U.S. from 2018-2019. See Appendix B for data on men in poverty without health insurance.

⁴ From 2013-2014, the number of women in poverty decreased by 22.5% for the U.S. compared to 17.9% for Kansas (Ginther et al. 2016).



Source: U.S. Census Bureau, 2015-2019 1-Year American Community Survey Public Use Microdata (PUMS).

Figure 38

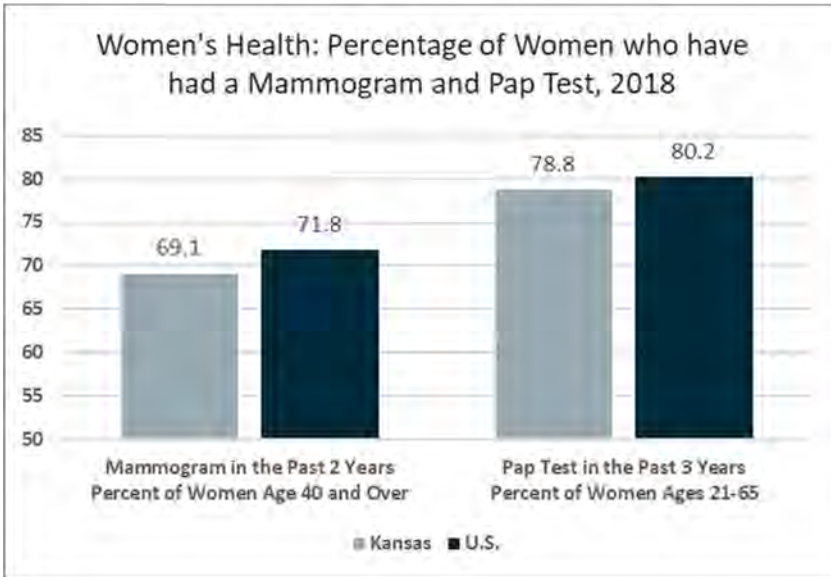


Source: U.S. Census Bureau, 2015-2019 1-Year American Community Survey Public Use Microdata (PUMS).

Figure 39

Mammograms and Pap tests can be considered an indicator of women’s access and utilization of health care. The percentage of Kansas women over the age of 50 that recently had a mammogram is slightly lower than the U.S.

(Figure 40). The Pap test is the main screening test for cervical cancer and pre-cancerous changes. The percent of women reporting a Pap test in the past three years is also slightly lower in Kansas than the U.S.



Source: Centers for Disease Control and Prevention.
U.S. estimate is median of state and D.C. values from 2018.

Figure 40

Access to women’s health care may be further limited due to the failure to expand Medicaid coverage under the ACA. Changes in hospital reimbursement rates in the ACA have created financial hardship for some hospitals in states that have not expanded Medicaid. Since 2010, eight rural hospitals have closed in Kansas (UNC Cecil G. Sheps Center for Health Services Research 2021). Three Kansas hospitals closed during the

coronavirus pandemic (i.e. since 2020) and were located in St. Marys, Leavenworth, and Wellington. Recent estimates suggest that 29 hospitals in Kansas (28.7%) are at high risk of closing (Mosley and DeBehnke 2019). Thus, the number of women’s health procedures performed in Kansas may fall in coming years with additional hospital closures.

Chapter 4. Poverty and Social Insurance

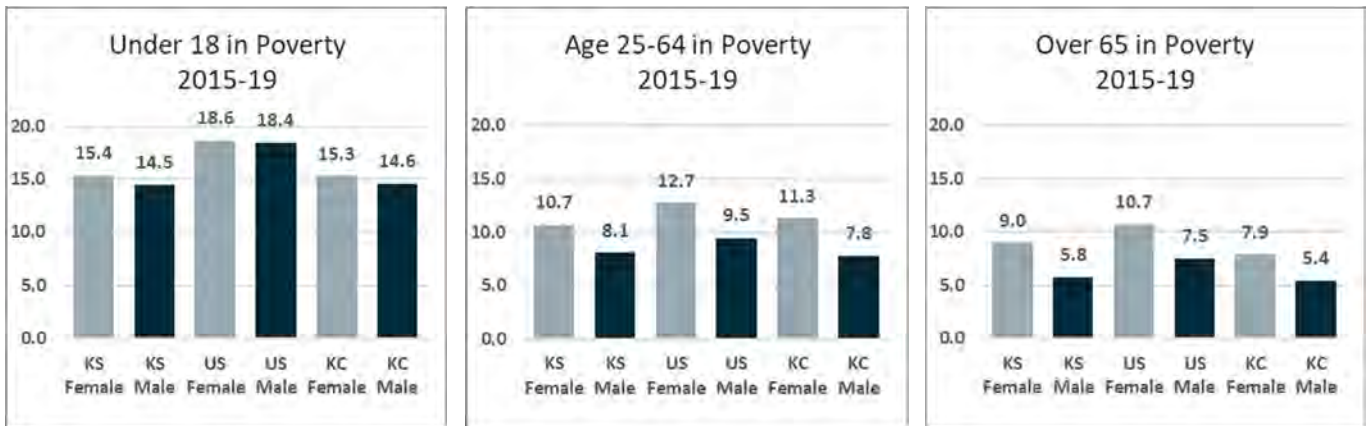
Poverty disproportionately affects women and children because of women’s lower earnings and single-mother households.

Poverty

The percent of the population under 18, age 25-64, and 65 and over in poverty is displayed in a series of graphs in Figure 41. In general, adult females are more likely than adult males to be living in poverty. Poverty rates are higher for children under 18 years of age than for prime-age individuals (age 25-64) and the elderly (age 65 and over). In Kansas, 15.4% of females under 18 are in poverty and 14.5% of males compared to 18.5% of U.S. females and 18.4% of males. The KC metro numbers are similar to Kansas at 15.3% for females and 14.6% for males. These numbers show improvement over 2014, with 17.1% to 22.1% of children in poverty (Ginther et al. 2016). This reflects the fact that the economic expansion through 2019 reduced poverty rates.

Among the prime age (25-64) population, 10.7% of women in Kansas are poor compared to 12.7% in the U.S. This is an improvement over numbers reported in 2014, which labeled 11.5% of women in Kansas and 14.1% in the U.S. as poor (Ginther et al. 2016). The KC Metro numbers are similar to those in Kansas. Kansas and the KC Metro have lower rates of impoverished elderly women, 9.0% and 7.9% respectively compared to 10.5% for the U.S.

In 2014, the percentage of the 65+ population living in poverty was lower except for males and higher for females compared to 2019 (Ginther et al. 2016). While this indicates improvements for elderly women but not elderly men in the last five years, a higher percentage of women 65 and over continue to live in poverty than do men in Kansas, the U.S., and the KC Metro.



Source: U.S. Census Bureau, 2015-2019 American Community Survey.

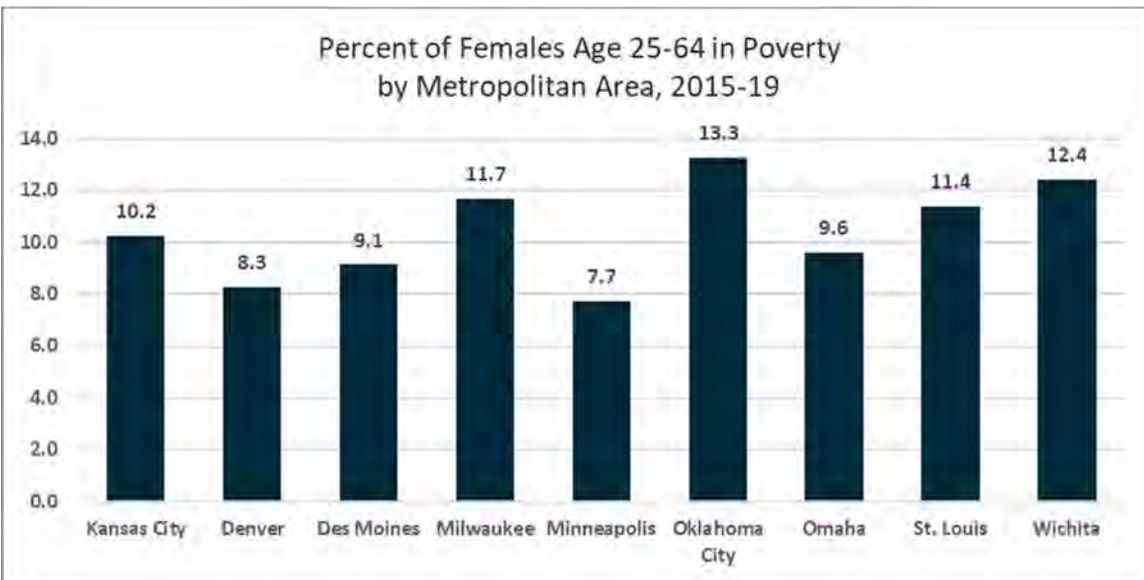
Figure 41

The percent of females age 25-64 in poverty varies considerably among the Midwestern metropolitan areas with the lowest being Minneapolis at 7.7% and the highest being Oklahoma City at 13.3%; Kansas City is in the middle with 10.2% (Figure 42). This is similar to data in 2014, where poverty rates ranged in 2014 from 8.8% to 13.6% with Kansas City at 11.2% (Ginther et al. 2016).

Poverty is associated with family structure. Married couples, especially those where both partners work, have higher earnings and are less likely to live in poverty than female-headed

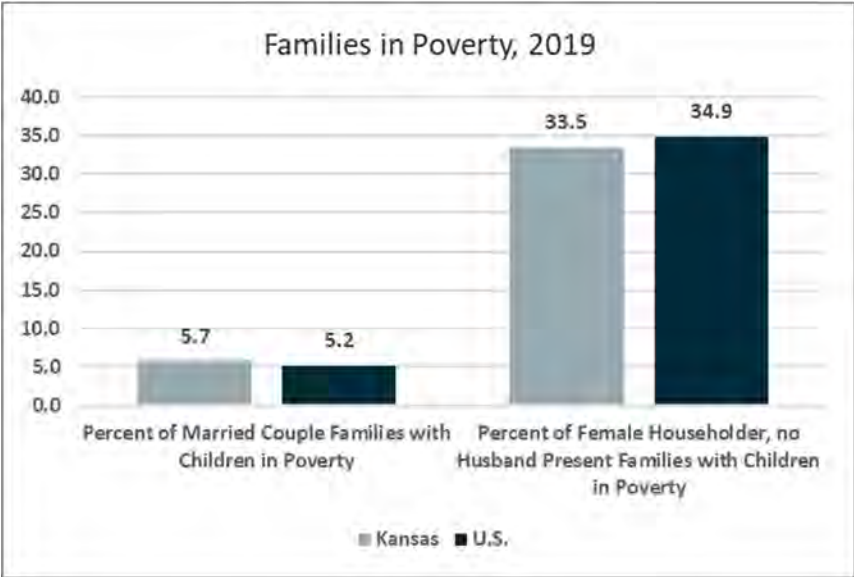
households. In Kansas and the U.S., 35% of female-headed households with children are in poverty compared to less than 6% of married families with children (Figure 43). These percentages were higher in 2014 at around 40% for female-headed households and over 6% for married households (Ginther et al. 2016).

The percentage of females over 65 in poverty for Kansas at 8.7% is below the U.S. rate of 10.8% (Figure 44). In 2014, these percentages were higher at 9.8% of 65+ females in Kansas and 11.1% in the U.S. (Ginther et al. 2016).



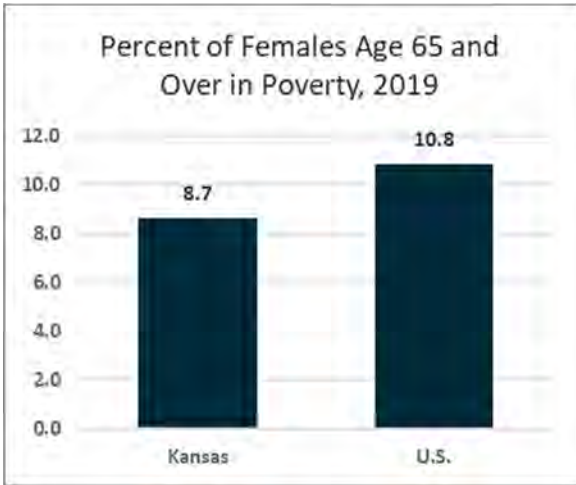
Source: U.S. Census Bureau, 2015-2019 American Community Survey Public Use Microdata (PUMS).

Figure 42



Source: U.S. Census Bureau, 2019 American Community Survey.

Figure 43



Source: U.S. Census Bureau, 2019 American Community Survey.

Figure 44

Mothers usually are the primary caregivers to children, and a mother's poverty status will translate into poverty status rates for children. Children in poverty often live in female-headed or single-mother households. Since 2000, the number of children in poverty is on the rise. In 2000, the highest percentage range was 20.1-22.9%, by 2015-19, that range had climbed to 20.1-32.7%. In 2000, the average poverty was 9.1% for Kansas and 14.3% for the U.S. (Figure 45); by 2015-2019, the five-year averages were 14.9% for Kansas and 18.5% for the U.S. (Figure 46). A comparison of Figures 45 and 46 shows the increase of the number of counties with over 15% of children under 18 in poverty increasing

Social Insurance

Poverty, and in particular child poverty, can be partly addressed by social assistance. Although Eastern Kansas has very high rates of public assistance compared with the rest of the state and most of the recipients are women and children, rates of assistance are much lower in these counties than rates of child poverty.

Figure 48 shows the percent of households that received assistance (i.e. cash or food stamp benefits) in the past 12 months based on the five-year ACS average from 2015-2019. The average percentage of households receiving cash assistance or food stamps was 9.1% for Kansas compared to 14.1% for the U.S. Five years ago, the percent for Kansas was 11.8% (Ginther et al. 2016). The tract-level data for the Kansas City metropolitan area (Figure 49) show a much

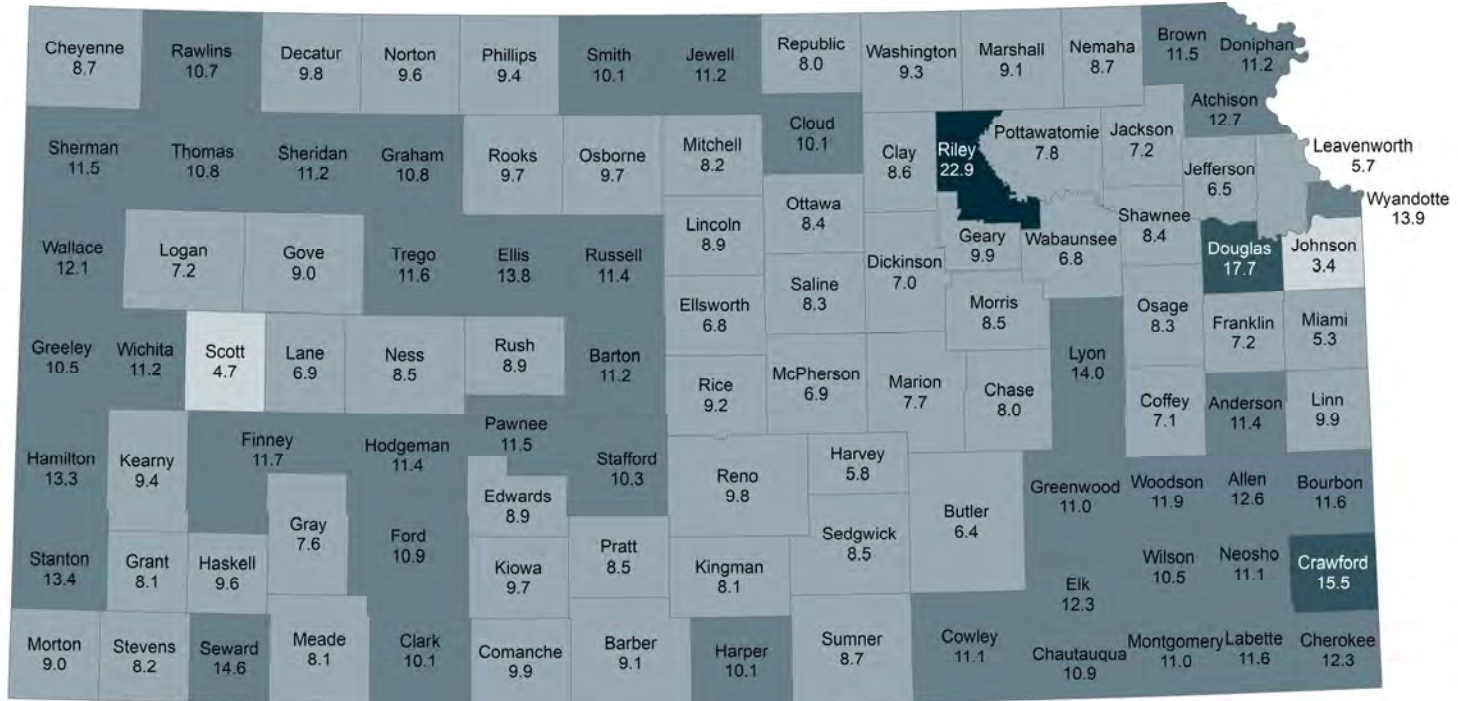
from three in 2000 to 52 counties in 2015-19. In 2010-14, child poverty was higher in the eastern half of Kansas, especially in counties in the Southeast (Ginther et al. 2016). Figure 46 shows that in the 2015-19 range, children under 18 in poverty can be seen all across Kansas. See Appendix B for further details on poverty in Kansas.

Tract-level data for the Kansas City metropolitan area in Figure 47 show some tracts where 50-98% of children under 18 are in poverty. Poverty is more concentrated in Wyandotte County, Kansas and Jackson County, Missouri.

higher percentage of households receiving assistance, sometimes as much as 39-73% of the households. These households are more concentrated in Wyandotte County, Kansas and Jackson County, Missouri.

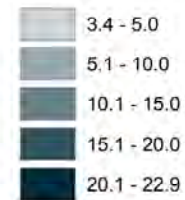
A much higher percentage of women are enrolled in Medicaid or other means-tested public coverage in the U.S. than in Kansas, at 21.4% for the U.S. compared to 14.4% for Kansas (Figure 50). This is a slight increase from the 2010-14, which had 13.5% of women enrolled in Medicaid or other means-tested public coverage (Ginther et al. 2016). Coverage varies across the state from 4.5% in rural Comanche County in southwest Kansas to 27.0% percent in urban Wyandotte County in northeast Kansas.

Percent of Children Under Age 18 in Poverty, 2000



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2000 Census.

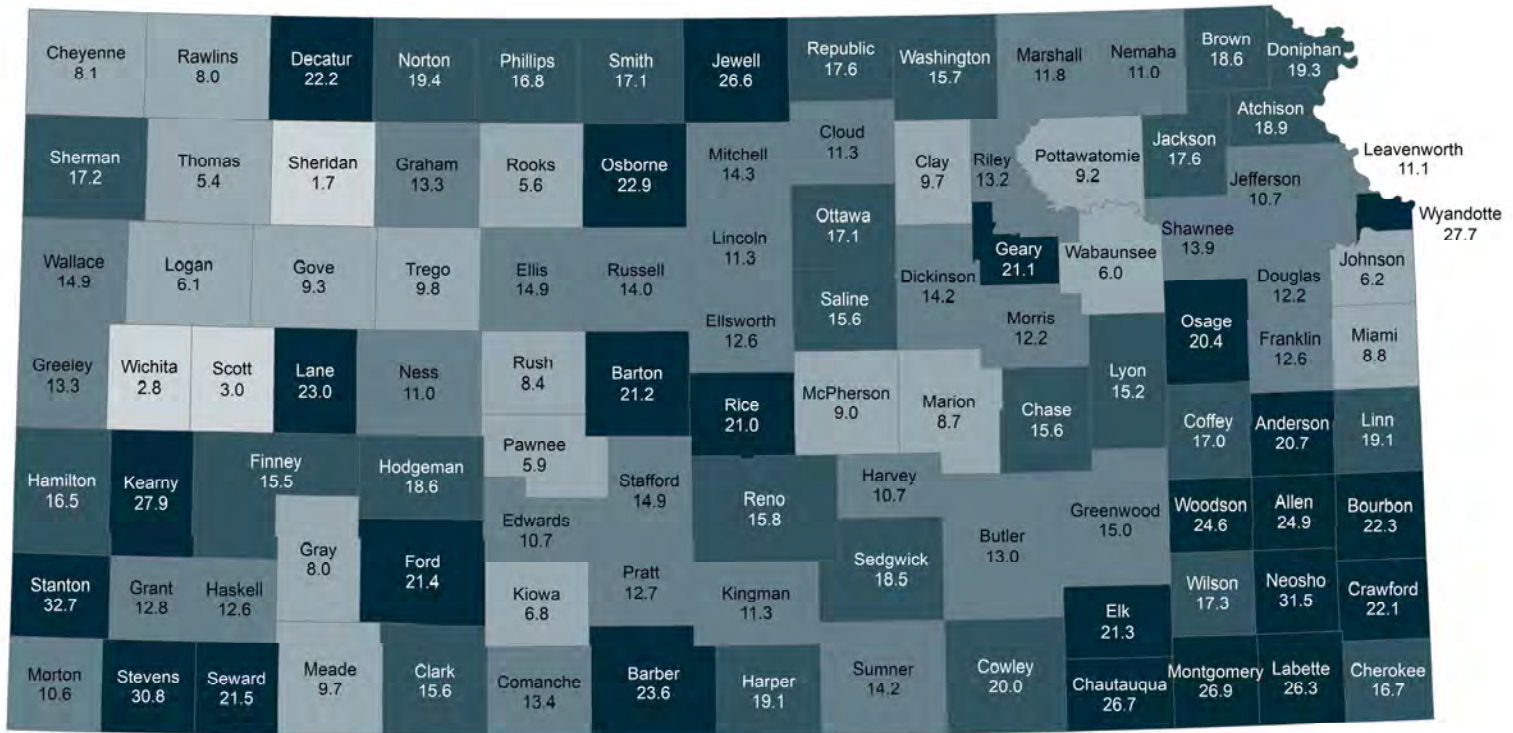
Percent



Kansas: 9.1
U.S.: 14.3

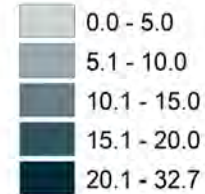
Figure 45

Percent of Children Under Age 18 in Poverty, 2015-19



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

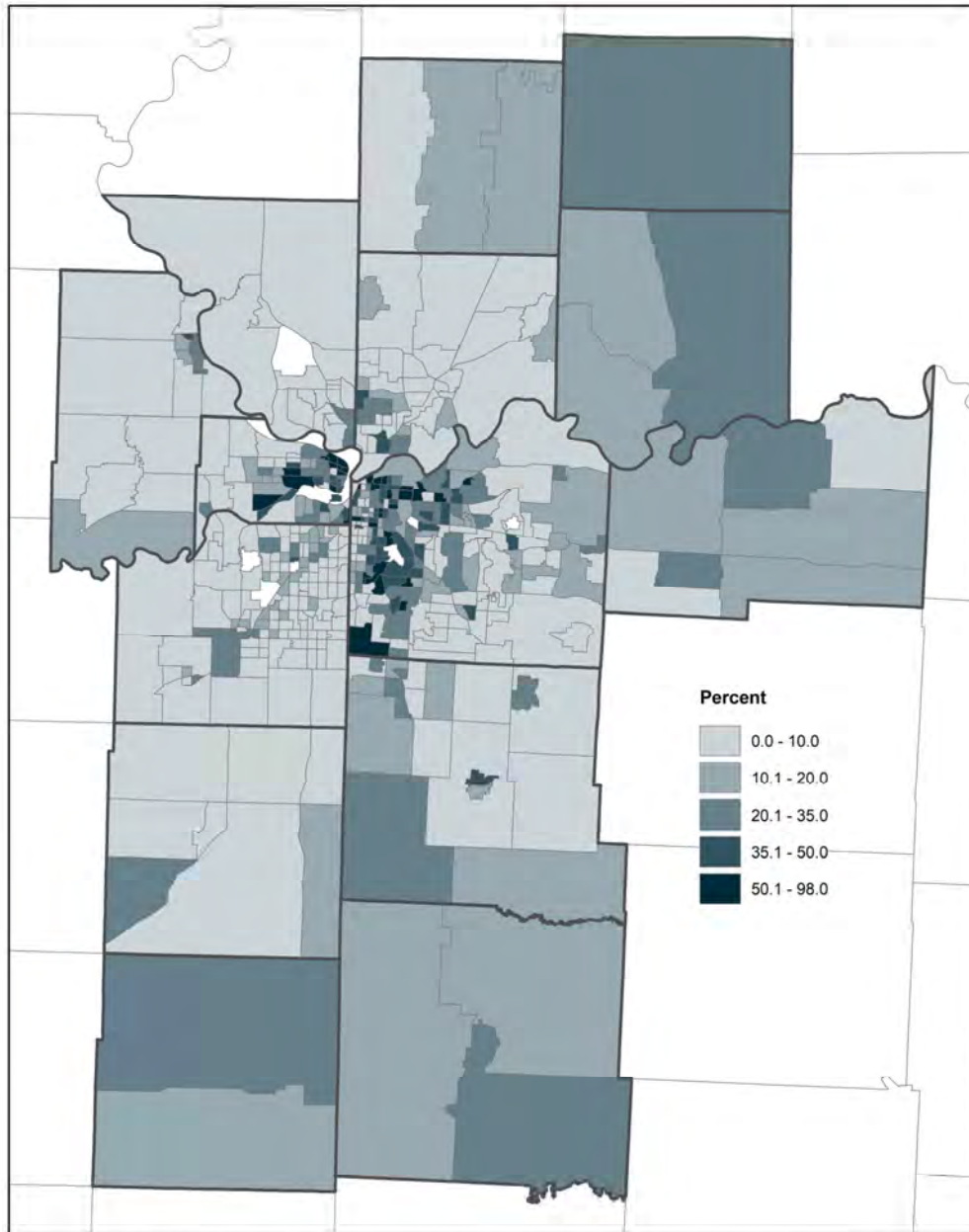
Percent



Kansas: 14.9
U.S.: 18.5

Figure 46

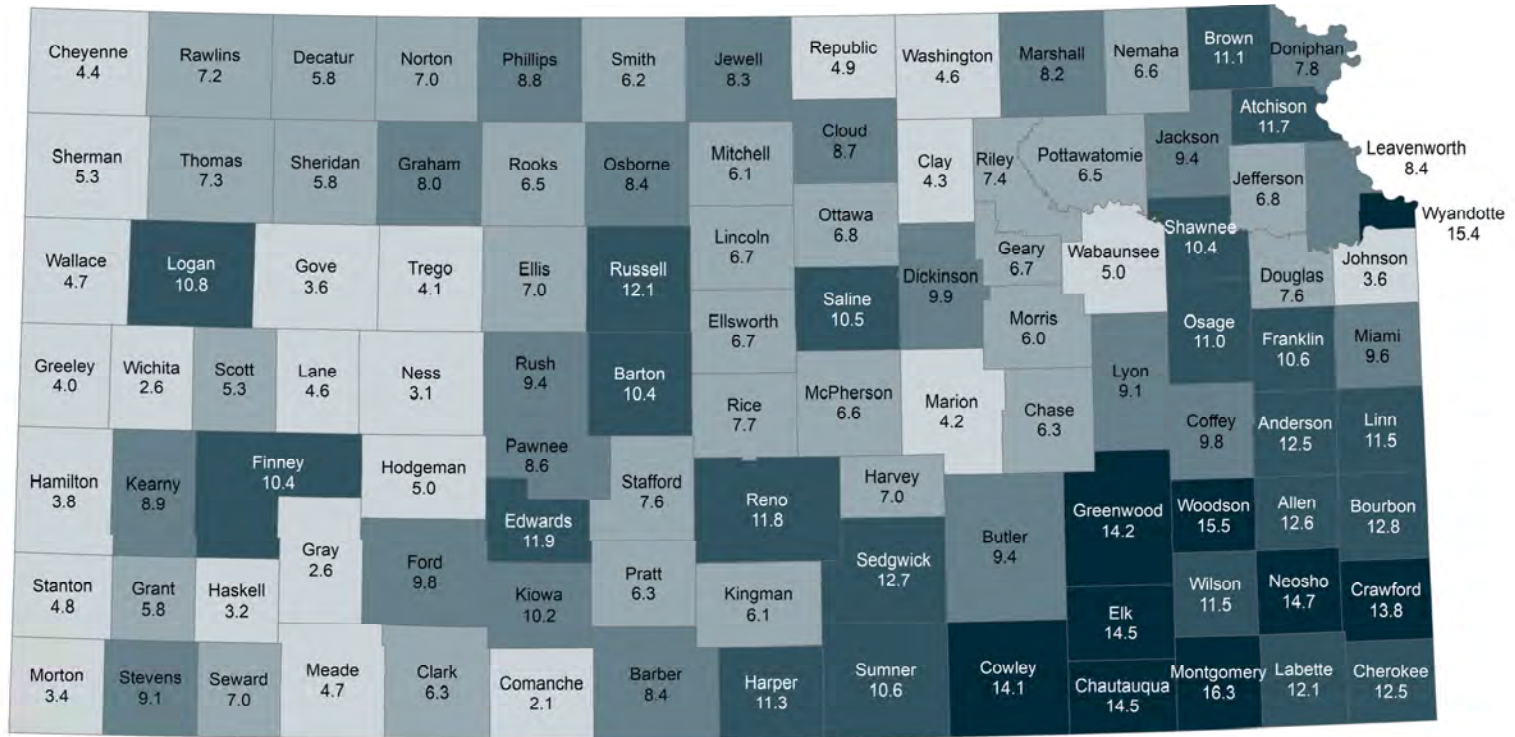
**Percent of Children Under Age 18 in Poverty in the
Kansas City Metropolitan Area, by Census Tract, 2015-19**



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

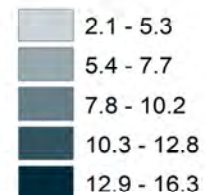
Figure 47

Percent of Households Receiving Cash Public Assistance or Food Stamp Benefits in the Past 12 Months, 2015-19



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

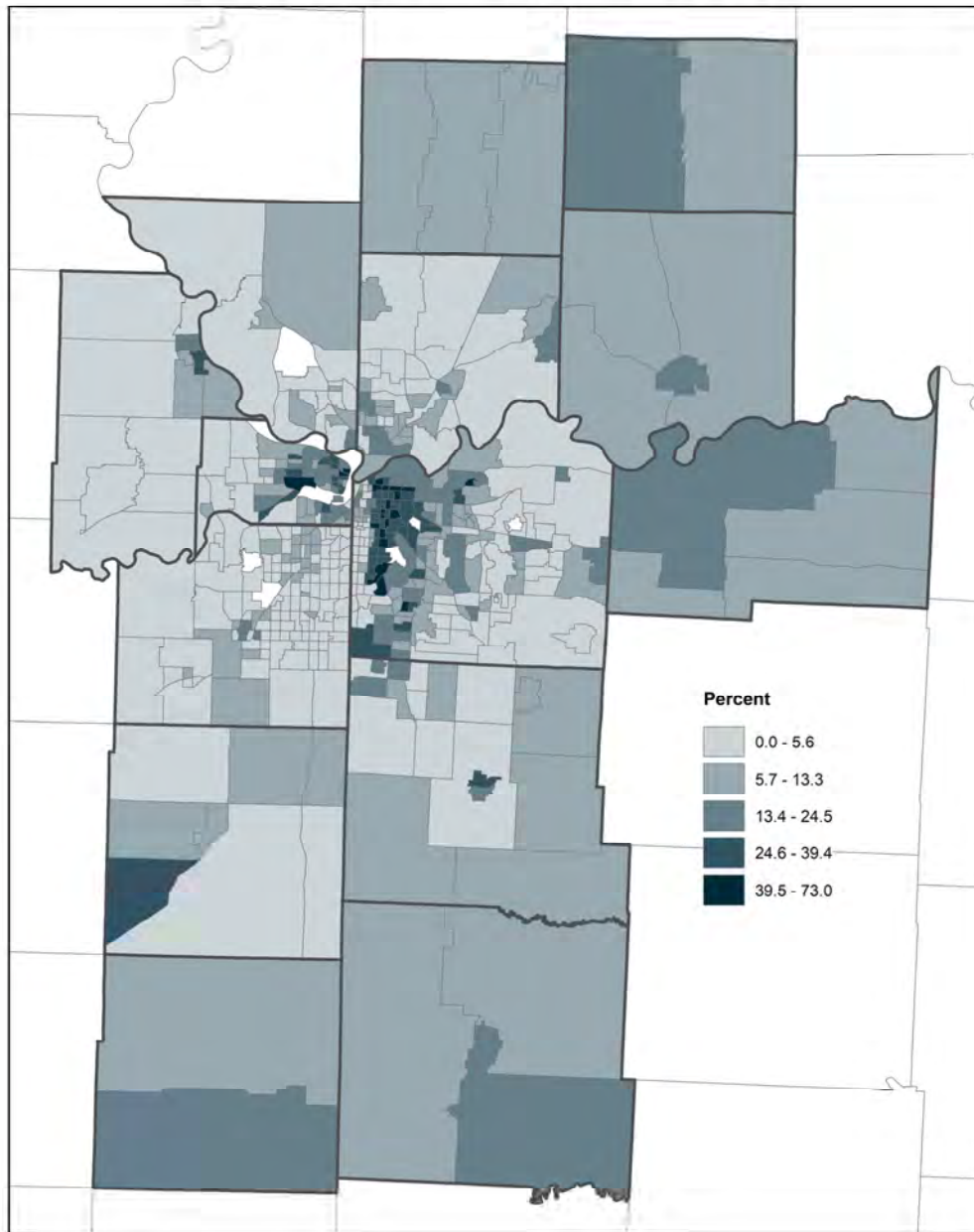
Percent



Kansas: 9.1
U.S.: 14.1

Figure 48

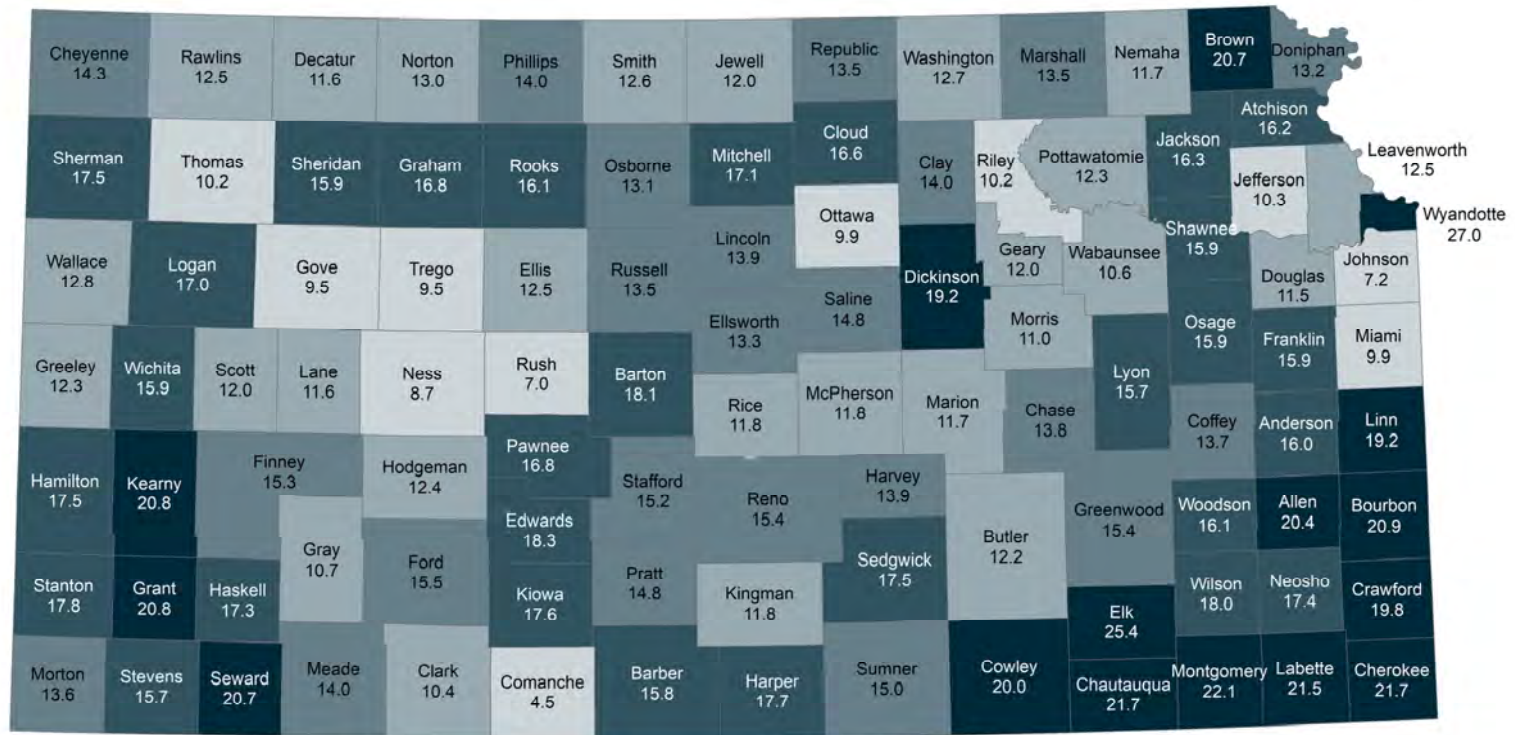
**Percent of Households Receiving Cash Public Assistance or Food Stamp Benefits
in the Past 12 Months in the
Kansas City Metropolitan Area, by Census Tract, 2015-19**



Source: Institute for Policy & Social Research, The University of Kansas, data from U.S. Census Bureau, 2015-2019 American Community Survey.

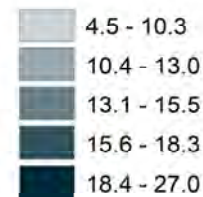
Figure 49

Percent of Women Enrolled in Medicaid or Other Means-Tested Public Coverage, 2015-19



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau, 2015-2019 American Community Survey.

Percent



Kansas: 14.4
U.S.: 21.4

Figure 50

Chapter 5. Civic Engagement

The percentage of Kansas women that reported voting in the last Presidential election (November 2020) compared to other states falls into the second lowest range of 59.5-61.4% (Figure 51). The percentage of Kansas women that reported voting (61.4%) is lower than U.S. (63.0%) and women participate at a slightly higher rate than men (Figure 52). The percent of women voting in Kansas in 2020 was 61.4%, and it was lower than the share voting in 2012 (62.5%). However, a higher percentage of men reported voting in 2020 than in 2012 for both Kansas and the U.S.

While women vote at a higher rate (Figure 52) and make up over half of the population, they only comprise around 28% of state legislators in Kansas and 29% in the U.S. (Figure 53), an increase from 25% and 24%, respectively, since 2014 (Ginther et al. 2016). Figure 54 shows the breakdowns for the House and Senate in Kansas in 2020. There are almost three times as many men in the House; there are nearly twice as many women in Senate at 26 compared to 14 men, but this is a smaller group than the 140 total House members in Kansas.

Women are also less likely to hold statewide office than men. At the time of our 2016 report, no woman held an elected statewide office although Susan Wagle was President of the Kansas Senate; she was the first woman elected to this position and served from 2013-2020. In 2018, State Senator Laura Kelly was elected

governor of Kansas and she became the third woman to hold this office, all of whom have been Democrats. A decade earlier, the Governor, Commissioner of Insurance, and State Treasurer of Kansas were all women.

Kansas has more than 200 boards, commissions, councils, task forces or advisory groups whose members are appointment by the governor (United WE 2020). Governor Laura Kelly has made accurate gender representation of Kansans a priority with office appointments. While women comprised 50.2% of the population (2019 U.S. Census) when Governor Kelly took office in January 2019, the overall board and commission gender makeup was 37% women and 63% men (Kansas Governor's Office 2021). As of April 2021, the board and commission gender ratio is 45% women and 55% men. Governor Kelly has appointed more than 150 women in her first year in office (United WE 2020).

Kansas currently has only one female member of Congress out of its six-member Congressional delegation: Rep. Sharice Davids, Democrat, Kansas 3rd District (Kansas City area). She was first elected in 2018 and re-elected in 2020. She is the sixth female elected in Kansas to serve in the U.S. House of Representative. The only female Kansas U.S. Senator was Nancy Landon Kassebaum Baker, Republican; she served from 1978-1997.

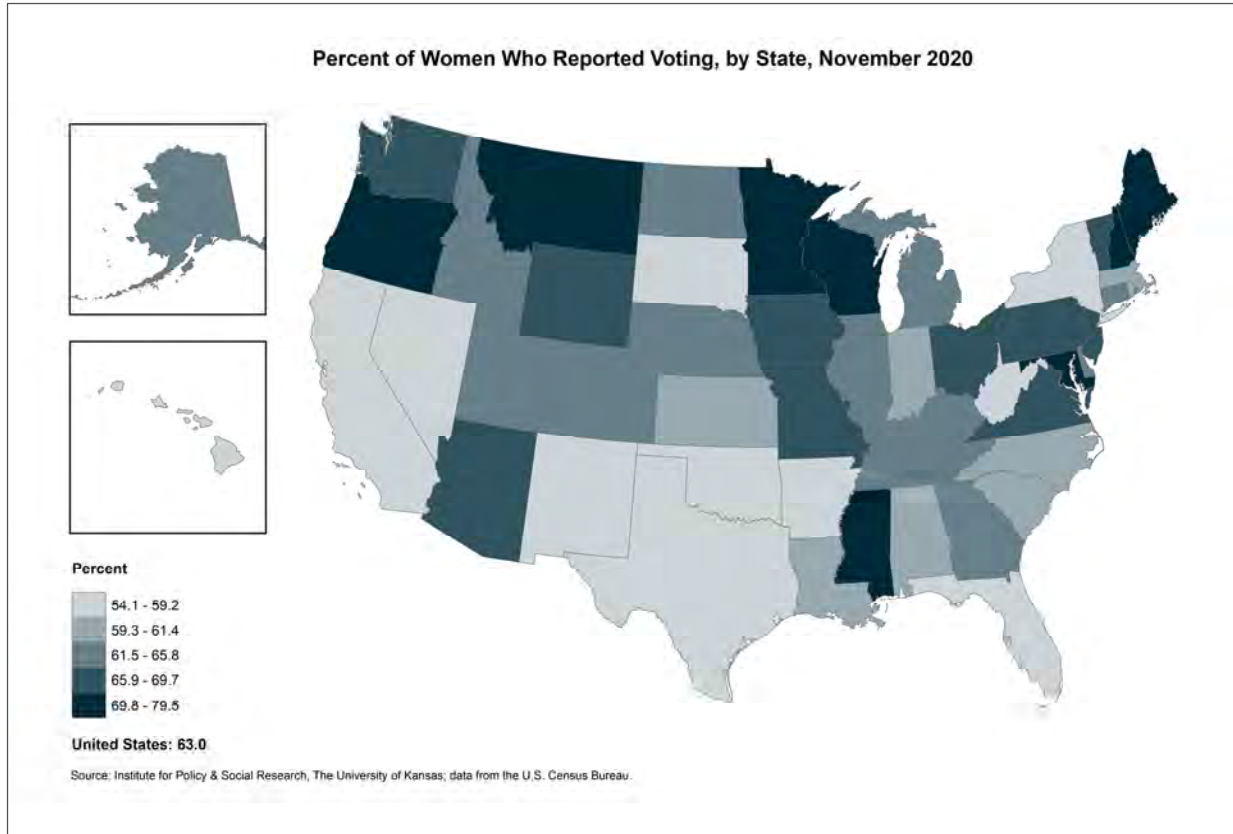
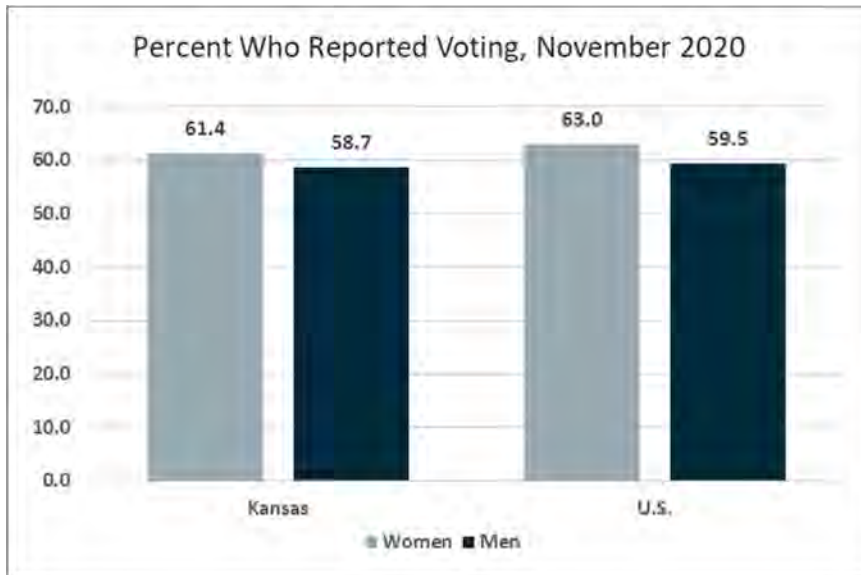
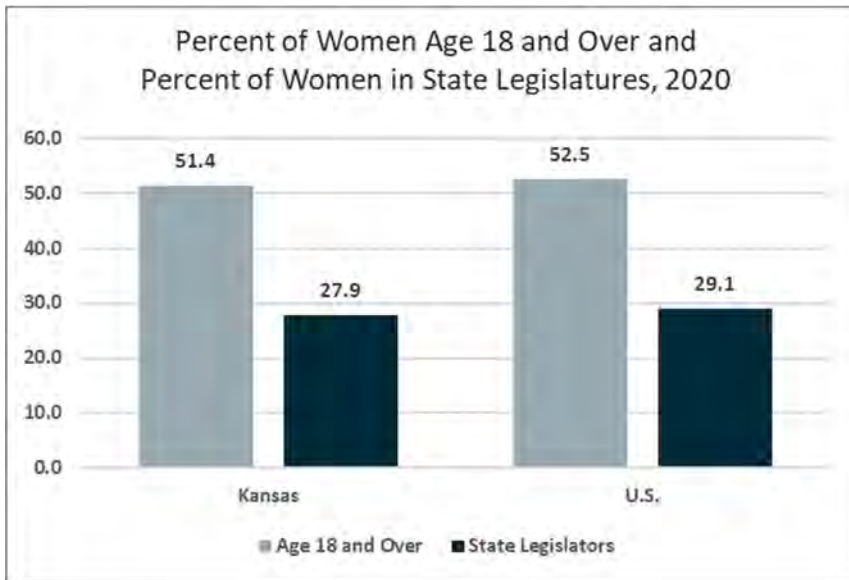


Figure 51



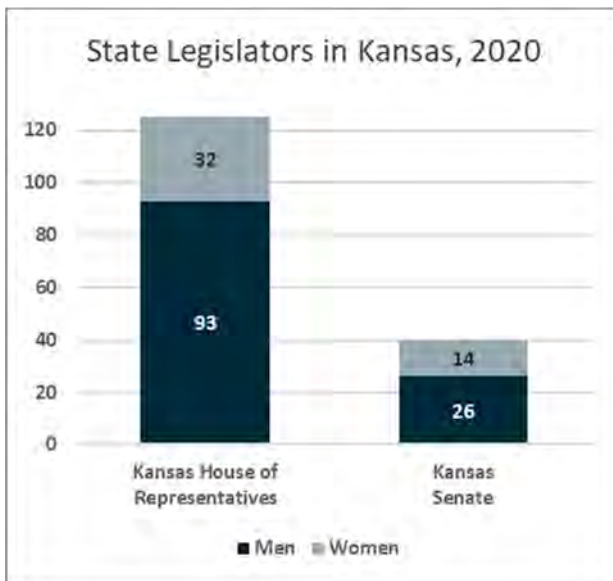
Source: U.S. Census Bureau

Figure 52



Source: U.S. Census Bureau, American Community Survey; National Conference of State Legislatures, Women's Legislative Network of NCSL.

Figure 53



Source: National Conference of State Legislatures, Women's Legislative Network of NCSL.

Figure 54

Chapter 6. The COVID-19 Pandemic She-Cession

The COVID-19 pandemic and resulting recession has presented women in Kansas and the United States with unique challenges. The economic impacts of the pandemic and safety measures have fallen unevenly on women and men in different regions and industries in Kansas.

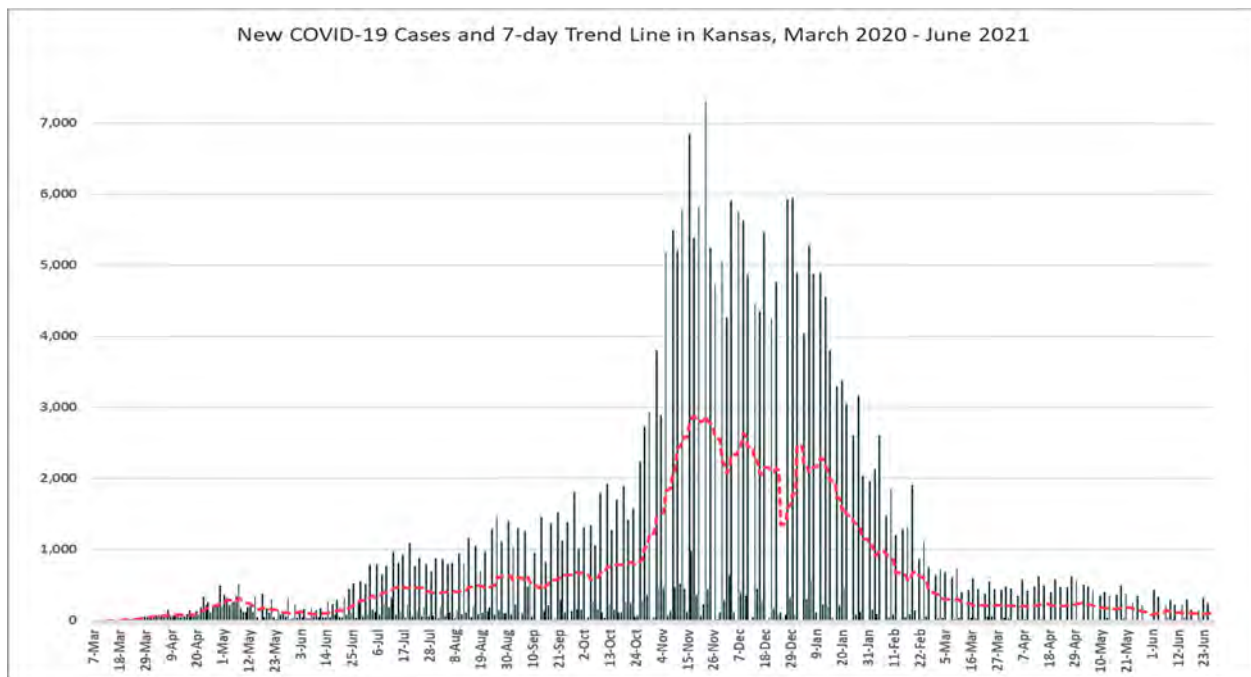
Unlike previous recessions, the COVID-19 recession disproportionately affected women,

becoming a “she-cession” (Gupta 2020). Furthermore, mothers’ caregiving responsibilities, the closure of in-person schools, and increasing rates of working from home had a larger impact on mothers’ labor supply. We review the data on the impact of the COVID-19 pandemic on women in Kansas.

COVID-19 in Kansas

Kansas reported its first case of COVID-19 on March 7, 2020. On March 12th, Governor Laura Kelly declared a state of emergency and by March 17th Governor Kelly closed all Kansas schools to in-person learning for the remainder of the 2020 school year. By March 30, 2020, all persons were required to stay at home to combat the COVID-19 pandemic. Figure 55 shows the evolution of COVID-19 cases in Kansas. Cases accelerated after Kansas reopened starting in May

and peaked in November. As of June 28, 2021, Kansas had 317,615 COVID-19 cases, and the majority (52%) were female. Despite having higher cases, only 46% of the 5,150 COVID-19 deaths in Kansas were females. Women have been vaccinated at a higher rate than men in the United States (Puzio 2021), but have also been more likely to suffer side effects from their vaccinations ranging from flu-like symptoms to rare blood clots (Caron 2021).



Source: Institute for Policy & Social Research, The University of Kansas; data from the New York Times.

Figure 55

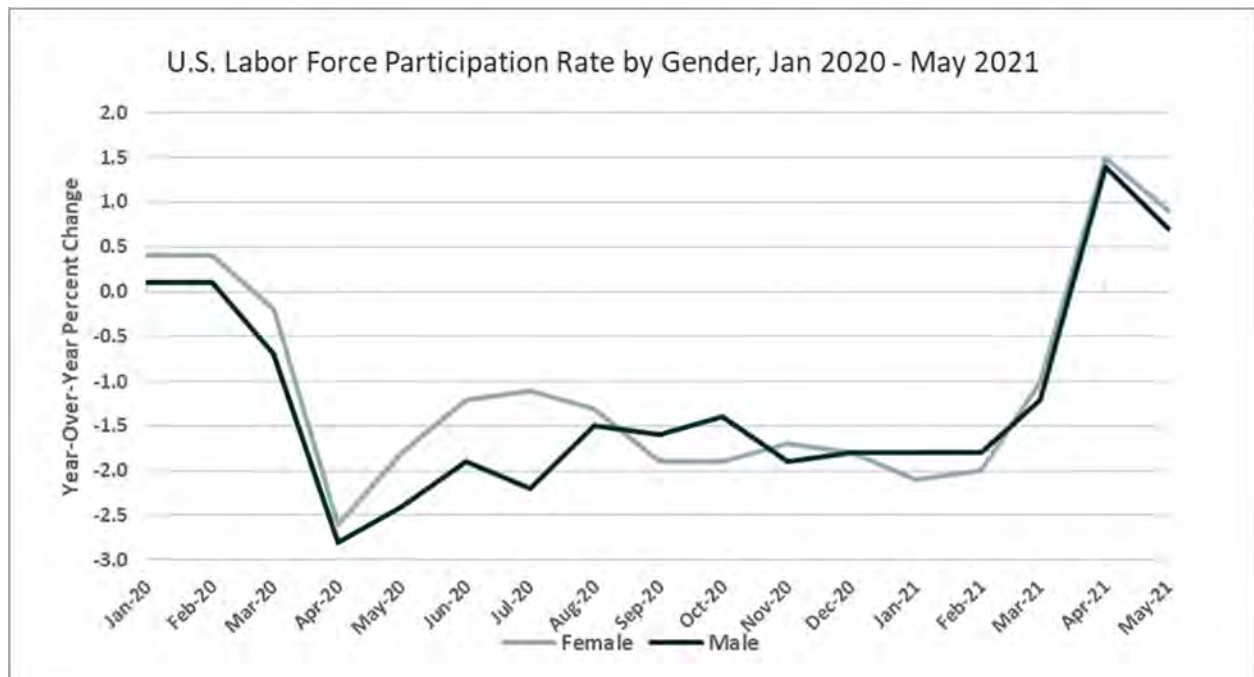
Employment

The dramatic shutdown of the Kansas economy and schools had significant reverberations for women in Kansas. Our data explore how employment, unemployment, and social assistance changed for women since the start of the COVID-19 pandemic.

The pandemic has caused a significant drop in labor force participation for both women and men. Figure 56 shows the percentage change in labor force participation for women and men in the United States. Women were more likely than men to drop out of the labor force when the economy shut down. Their labor force participation rebounded in summer of 2020 but dropped significantly again in September 2020, coinciding with school being back in session and in many locations, exclusively online. Starting in March 2021, male and female labor force

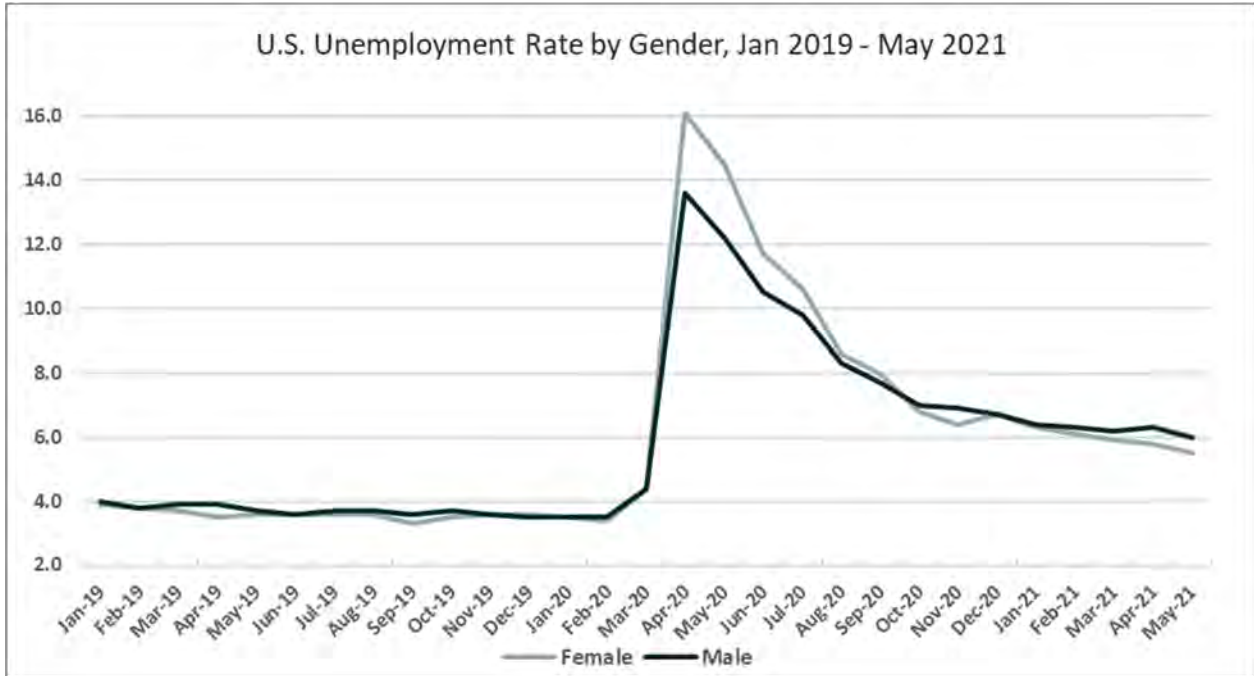
participation rebounded relative to the previous year. Women's unemployment rose higher than men's as the shutdown took effect. Figure 57 shows the peak in national women's unemployment at 16.1% in April 2020. Women's unemployment remained higher than men's from April through October.

As shown in Figure 58, at the start of the pandemic the unemployment rate among Kansas women rose more quickly than men, peaking at 12% in April 2020. Women's unemployment remained higher than men's until August 2020. The drop in female unemployment coincides with the drop in female labor force participation, suggesting that many women who were working in 2019 dropped out of the labor force altogether in 2020.



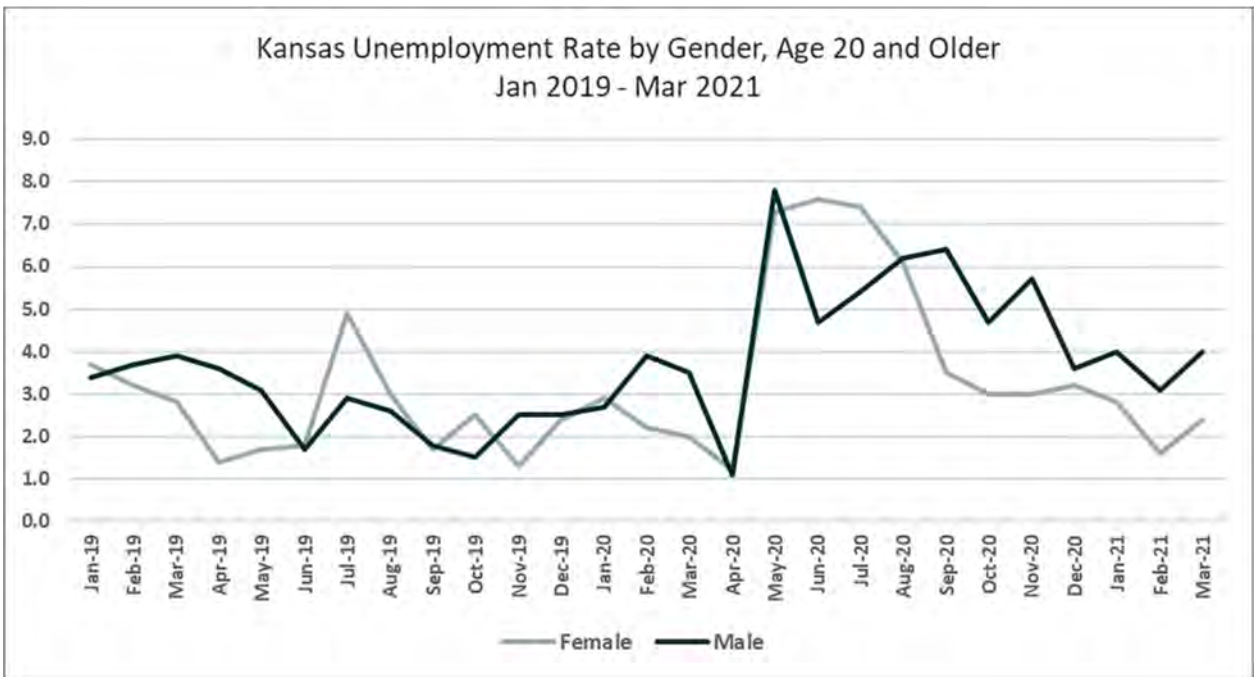
Source: Federal Reserve Bank of St. Louis. Economic Research Division.

Figure 56



Source: Federal Reserve Bank of St. Louis. Economic Research Division.

Figure 57



Source: Kansas Department of Labor, Labor Market Information Services and Bureau of Labor Statistics, Current Population Survey (CPS).

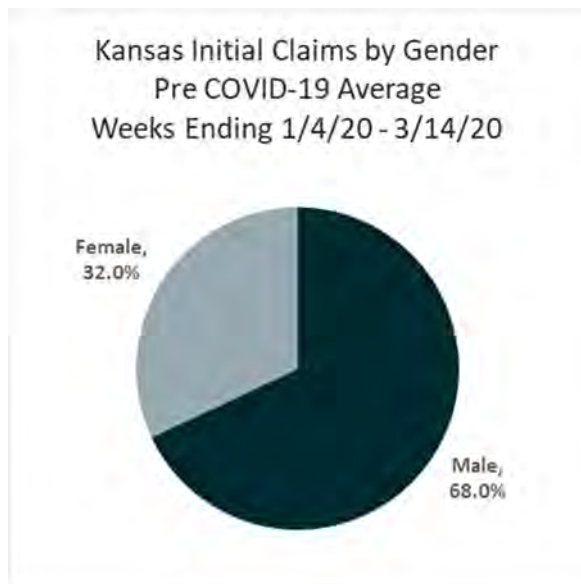
Figure 58

Unemployment Claims

The share of unemployment claims made by women statewide has increased during the pandemic, as shown in Figures 59 and 60. Prior to March 14th, 2020, the share of Kansas unemployment claims made by women was 32%. Since then, women have made 46.6% of all state unemployment claims.

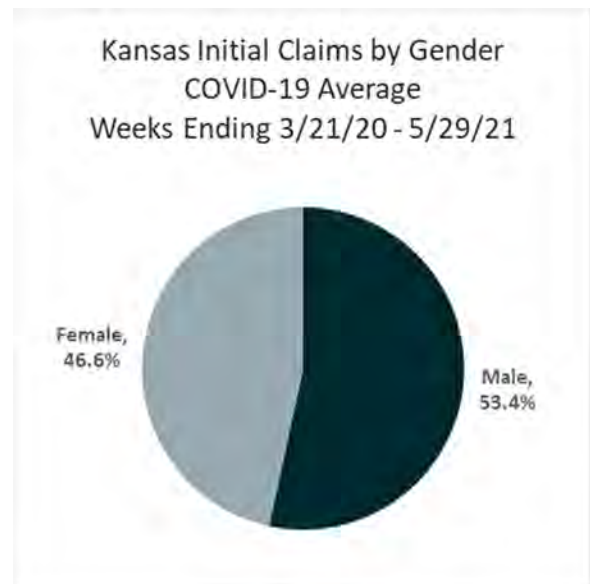
Weekly unemployment claims in Kansas saw a dramatic spike at the beginning of the economic

shutdown (Figure 61). Women’s weekly claims peaked at 20,755 in March 2020. As the economy adjusted, unemployment claims fell again until winter, with women’s claims reaching 16,257 the week ending January 9th. Levels of women’s and men’s weekly unemployment claims have showed the same general trends throughout the pandemic. As of June 2021, unemployment claims for women remain higher than pre-pandemic levels.



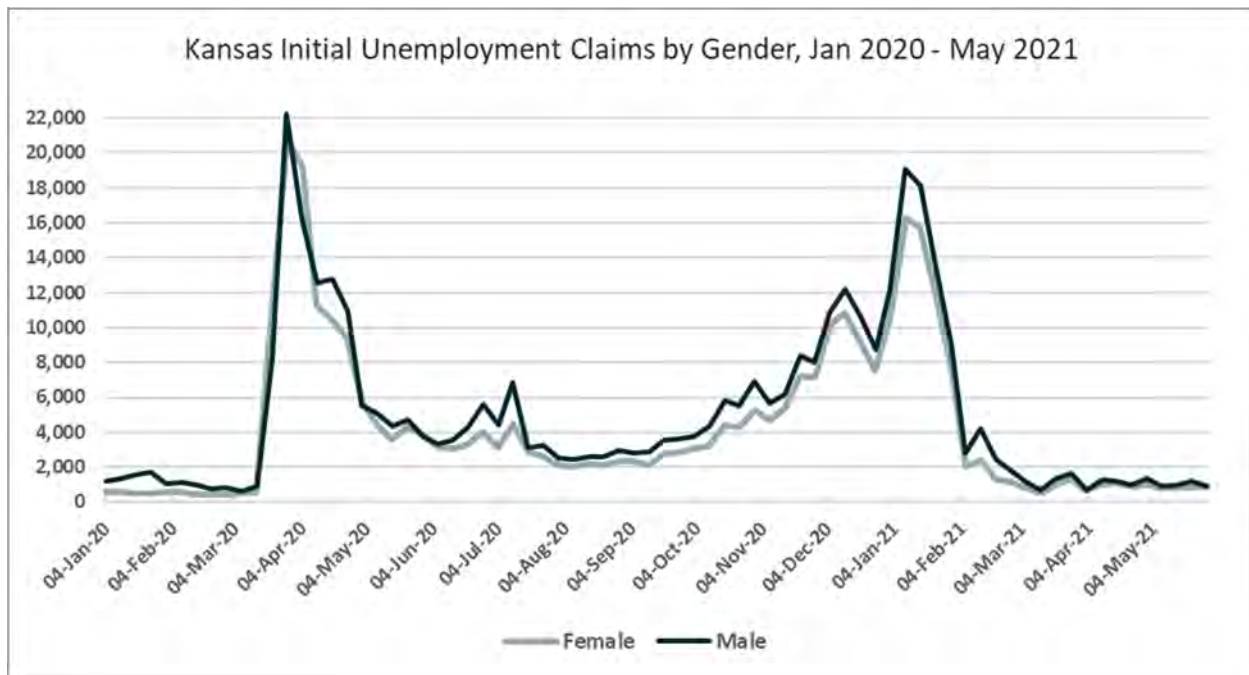
Source: Kansas Department of Labor, Labor Market Information Services, Unemployment Statistics Program.

Figure 59



Source: Kansas Department of Labor, Labor Market Information Services, Unemployment Statistics Program.

Figure 60



Source: Kansas Department of Labor, Labor Market Information Services, Unemployment Statistics Program.

Figure 61

Another approach to measuring the labor market impact of COVID-19 is to use initial unemployment claims by county (Kansas Department of Labor). We calculated the share of initial unemployment claims by the total labor force in the county by gender in 2015-19 (Figure 62). This ratio provides an estimate of the share of women (and men) experiencing unemployment by county.

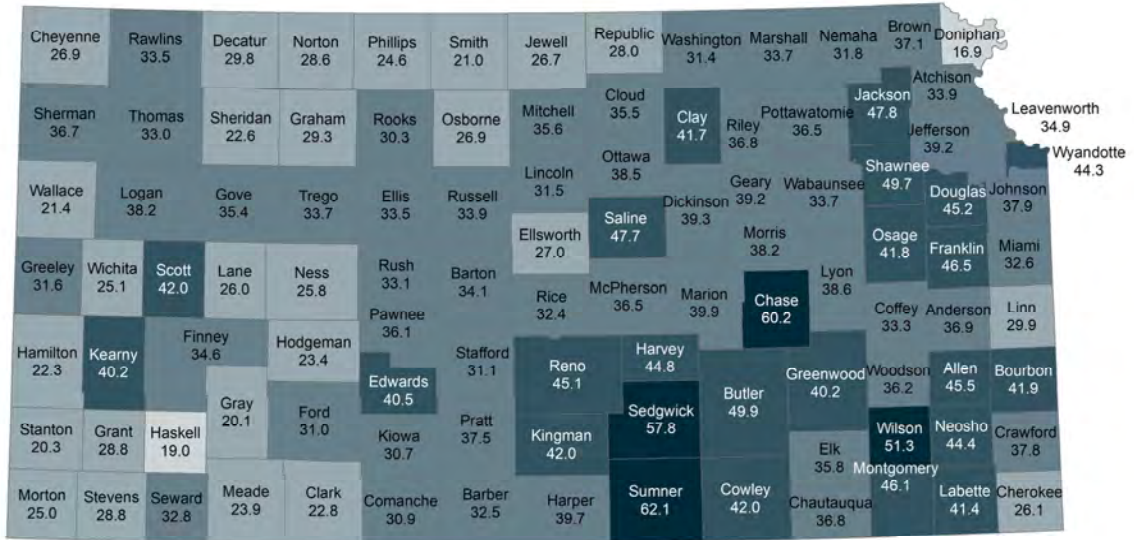
Women have been less affected than men in some counties such as Douglas, Sedgwick, Shawnee, Butler, and Wilson (Figure 62). In others, such as Wyandotte, Johnson, Saline, Edwards and Kearny counties, women were more likely to file

unemployment insurance claims. These differences are likely the result of women's disproportionate employment in the service sector (health and education), which were more affected by COVID-19.

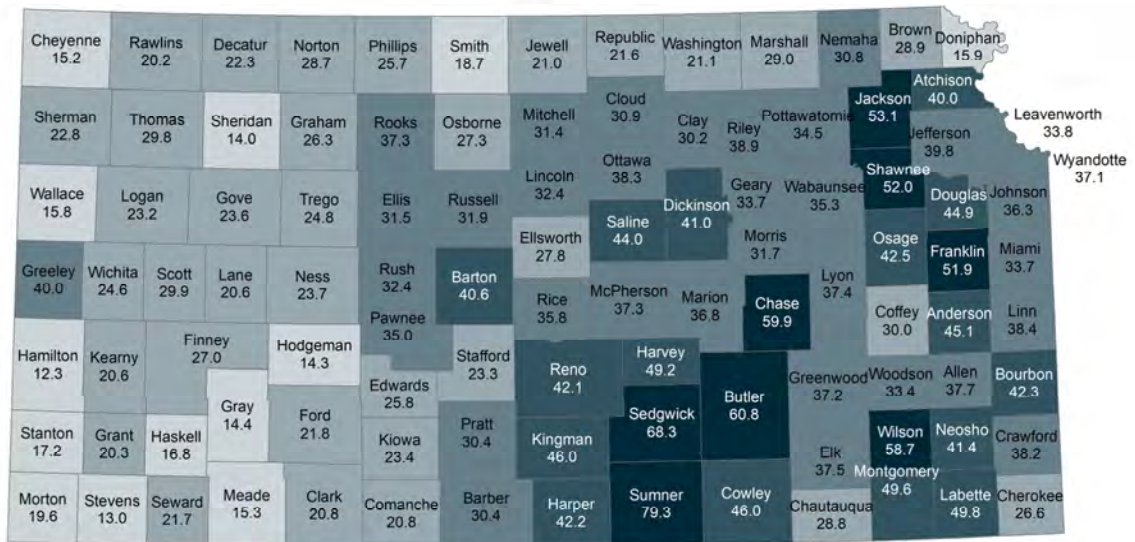
In rural counties, especially in the western half of the state, women have generally been more likely than men to lose their jobs. Also, in all the major meatpacking counties of Finney, Ford, Lyon and Seward, women have been affected more than men. Overall, female unemployment claims as a share of the labor force in Kansas has been 43%, while the male share has been 43.8%

Unemployment Claimants as a Percentage of Civilian Labor Force by Gender in Kansas

Female



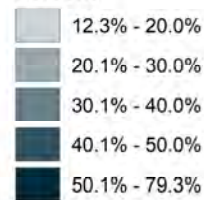
Male



Source: Institute for Policy & Social Research, The University of Kansas; data from Kansas Department of Labor and U.S. Census Bureau, 2015-2019 American Community Survey.

Aggregate initial unemployment claims from week ending March 21, 2020 through March 6, 2021.

Percent



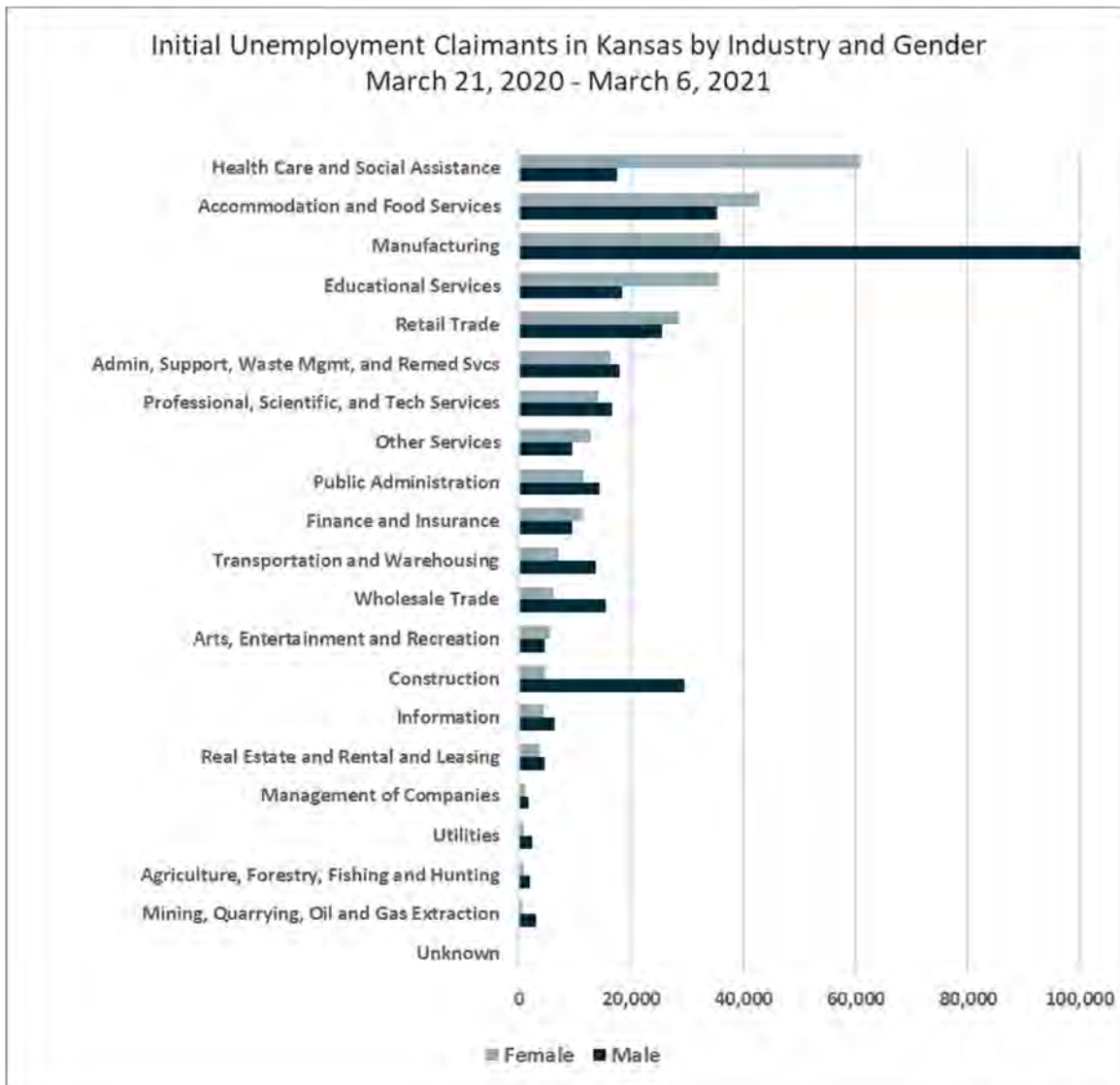
Kansas

Female: 43.0%
Male: 43.8%

Figure 62

Our analysis also looked at unemployment claims by industry and gender in Kansas. As shown in Figure 63, the effects of the economic shutdown on women varied by industry. In most service sector industries, more women than men lost their jobs. These industries were especially vulnerable to COVID-19 related safety requirements and tend to have more female employees. In the healthcare and social assistance industry, the discrepancy is especially stark; 60,810

unemployment claims were filed by women as of March 6th compared with 17,601 filed by men. Other industries that tend to have more men than women, such as construction and manufacturing, have seen more men lose their jobs. Furthermore, women working in health care were on the frontlines of treating COVID-19. Those who kept their jobs in health care were more likely to face exposure to people who were infected.

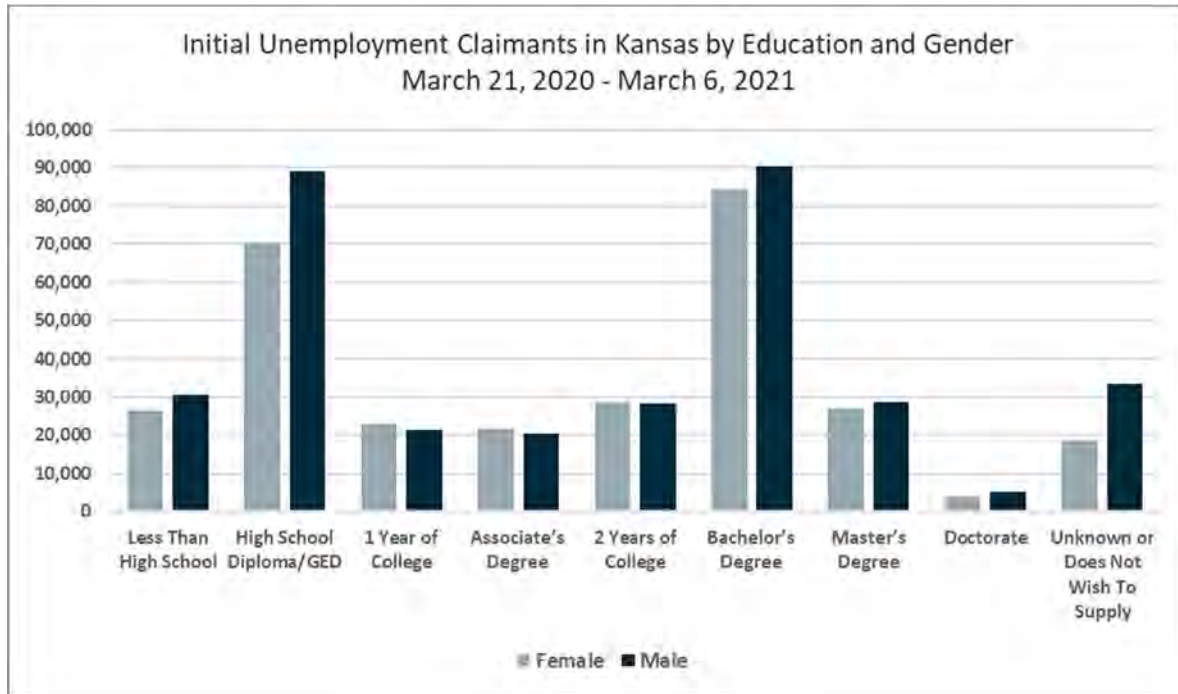


Source: Kansas Department of Labor, Labor Market Information Services, Unemployment Statistics Program.

Figure 63

The economic impact of the pandemic has also fallen unevenly on women and men with different levels of education. Figure 64 shows the number of unemployment claims filed by Kansas women and men with different levels of education. Men have been more likely than women to file

unemployment claims at all education levels except among workers with some college but no four-year degree. This is likely because there are more women than men with some college but no four-year degree in the Kansas labor force (ACS 2019).



Source: Kansas Department of Labor, Labor Market Information Services, Unemployment Statistics Program.

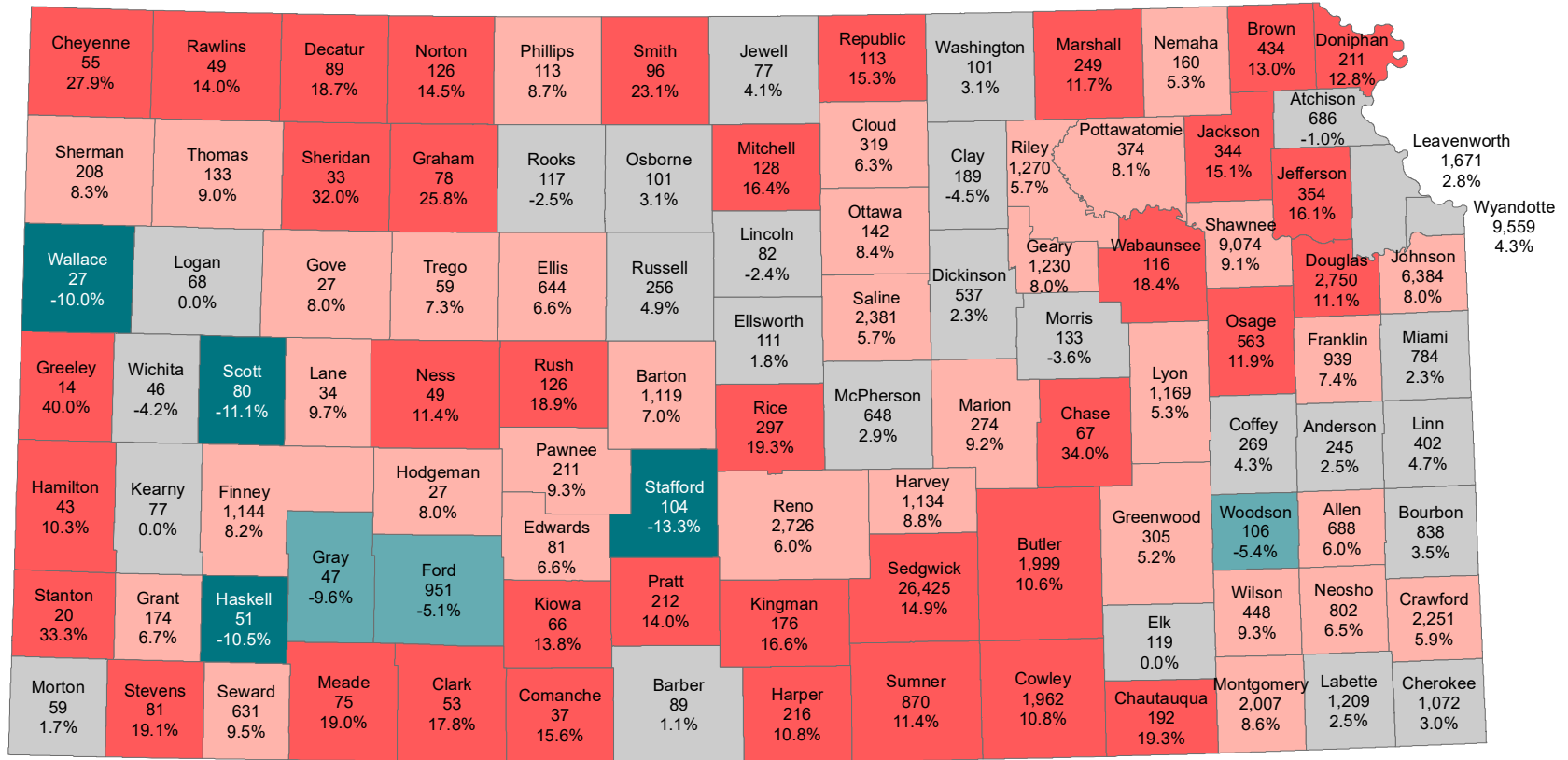
Figure 64

Social Assistance

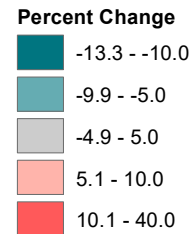
The COVID-19 pandemic has led to an increase in households receiving social assistance. This was a result of many low-income households experiencing job loss. Since March 2020, there has been a 9% increase in the number of Kansas households receiving Supplemental Nutrition Assistance Program (SNAP) benefits. Figure 65 shows the increases in SNAP participation by county. The rural counties of Greeley, Stanton, Sheridan and Cheyenne have seen the largest percentage increases. The urban counties of Sedgwick, Douglas, and Butler have also seen a greater than 10% increase in SNAP participation.

Changes in Temporary Assistance to Needy Families (TANF) participation have been more ambiguous. In most counties in Kansas, the number of households receiving TANF benefits has decreased since March 2020 (Figure 66). An analysis of data from the Kansas Department of Children and Families showed that 60% of the drop in TANF cases between November 2019 and 2020 was the result of Kansas' 24-month time limit on TANF benefits. Thus, Kansas' social safety net policies were not designed to respond to the needs of low-income families during the pandemic.

**Percent Change in Households Receiving Supplemental Nutrition Assistance Program (SNAP) in Kansas, by County
March 2020 - March 2021**



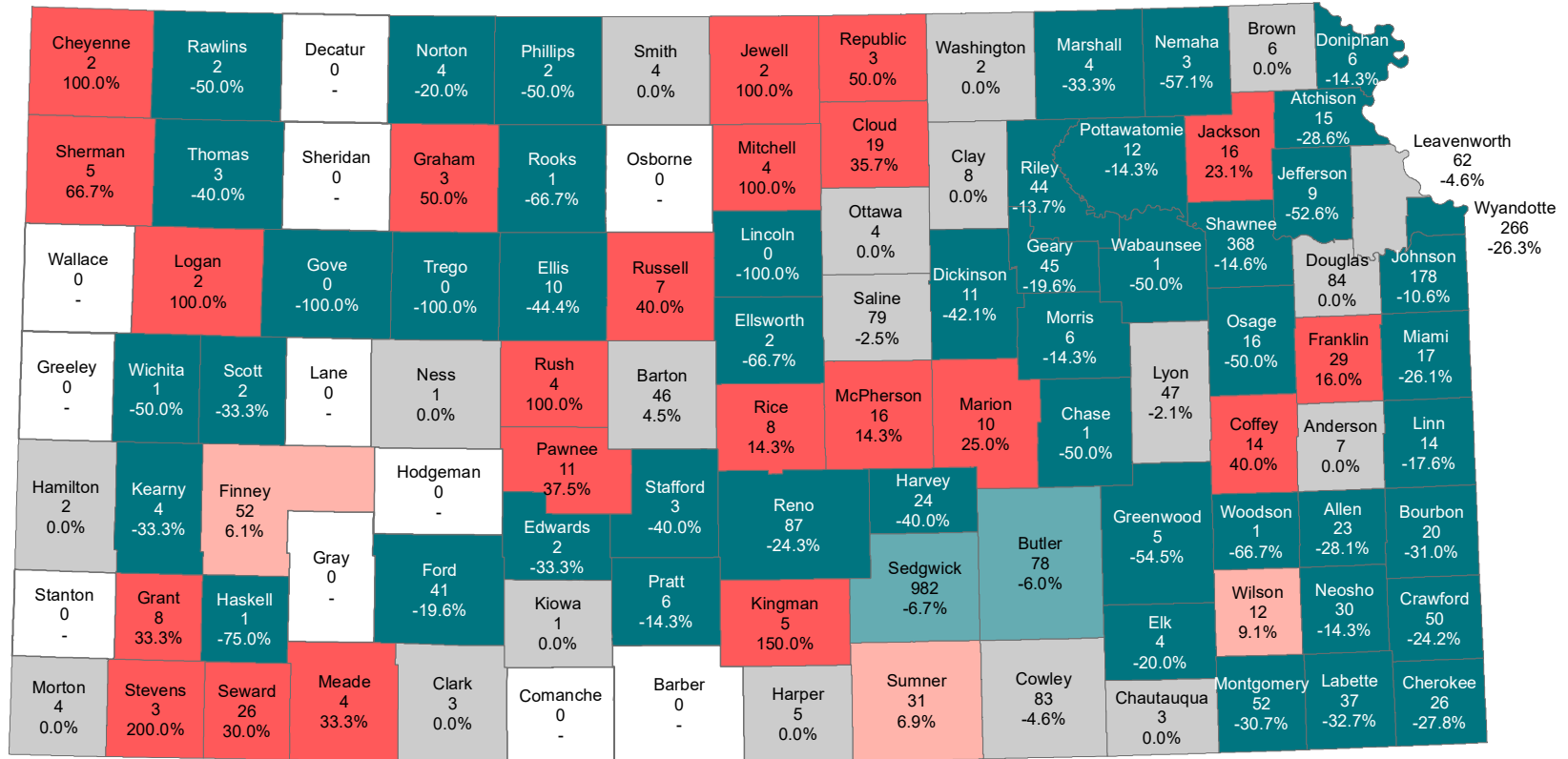
Source: Institute for Policy & Social Research, The University of Kansas; data from Kansas Department for Children and Families.



Kansas
SNAP Households (March 2021): 98,361
Percent Change from March 2020: 9.0%

Figure 65

Percent Change in Households Receiving Temporary Assistance for Needy Families (TANF) in Kansas, by County March 2020 - March 2021



Source: Institute for Policy & Social Research, The University of Kansas; data from Kansas Department for Children and Families.

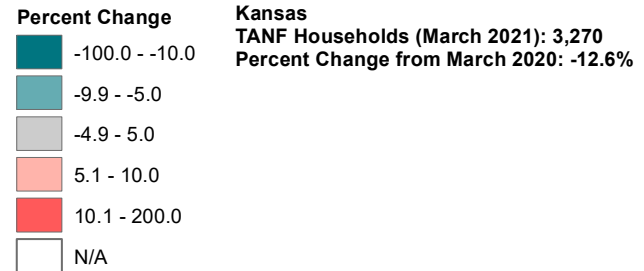
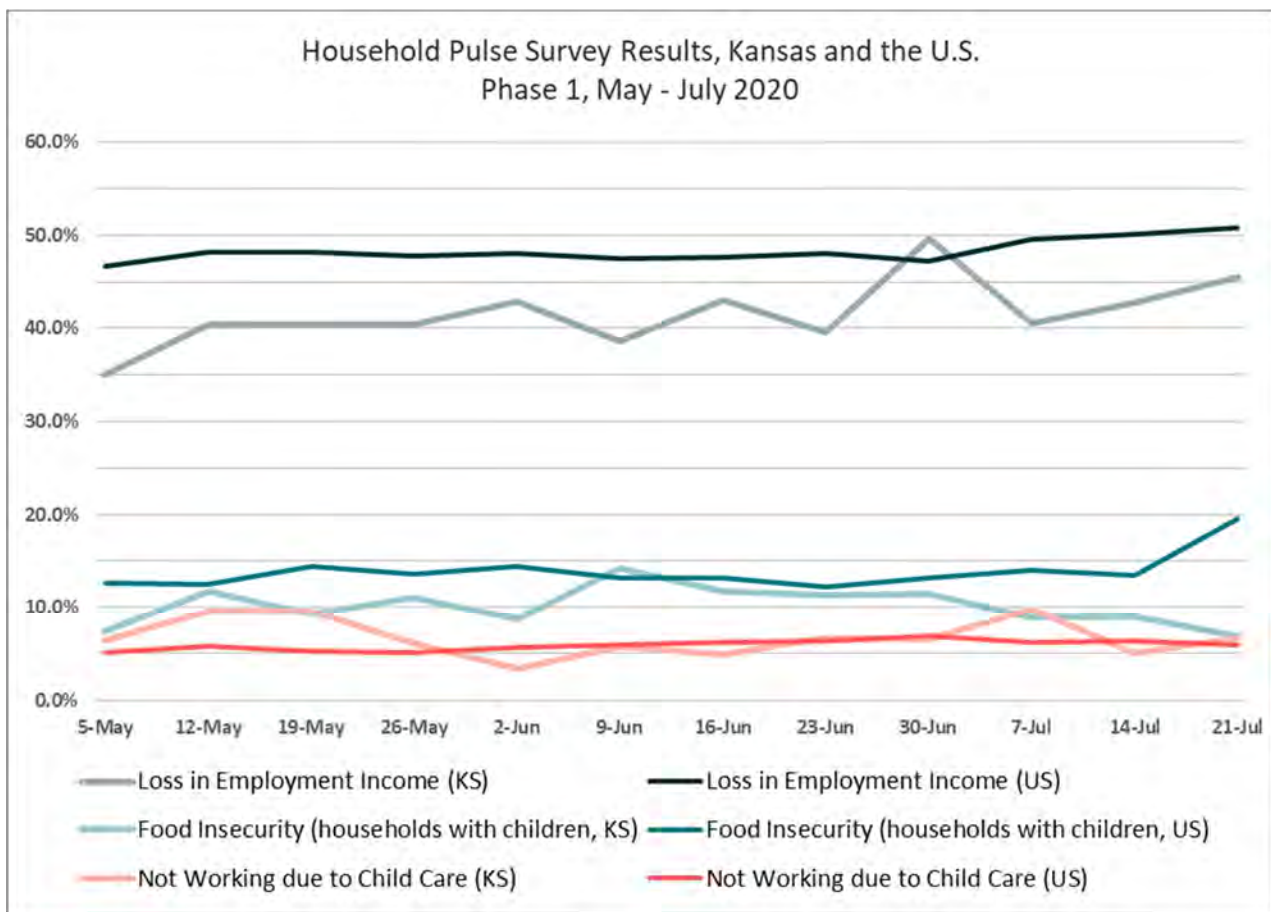


Figure 66

Household Economic Stress

In response to the unprecedented COVID-19 pandemic, the Census Bureau created the Household Pulse Survey to provide weekly survey data on households about various economic and health topics during the pandemic. Figure 67 shows the household pulse responses in Kansas and the U.S. between May and July 2020. Around 40% of Kansas households reported a loss in employment income during that time, and around 10% of Kansas households with children

reported sometimes or often not having enough to eat in the last 7 days. Kansas had fewer households reporting a loss in employment income and fewer households with children reporting food insecurity during that time, and similar numbers of unemployed adults reporting that they are not working to take care of children not in school or daycare. As noted previously, the burden of childcare often falls upon women in the household.

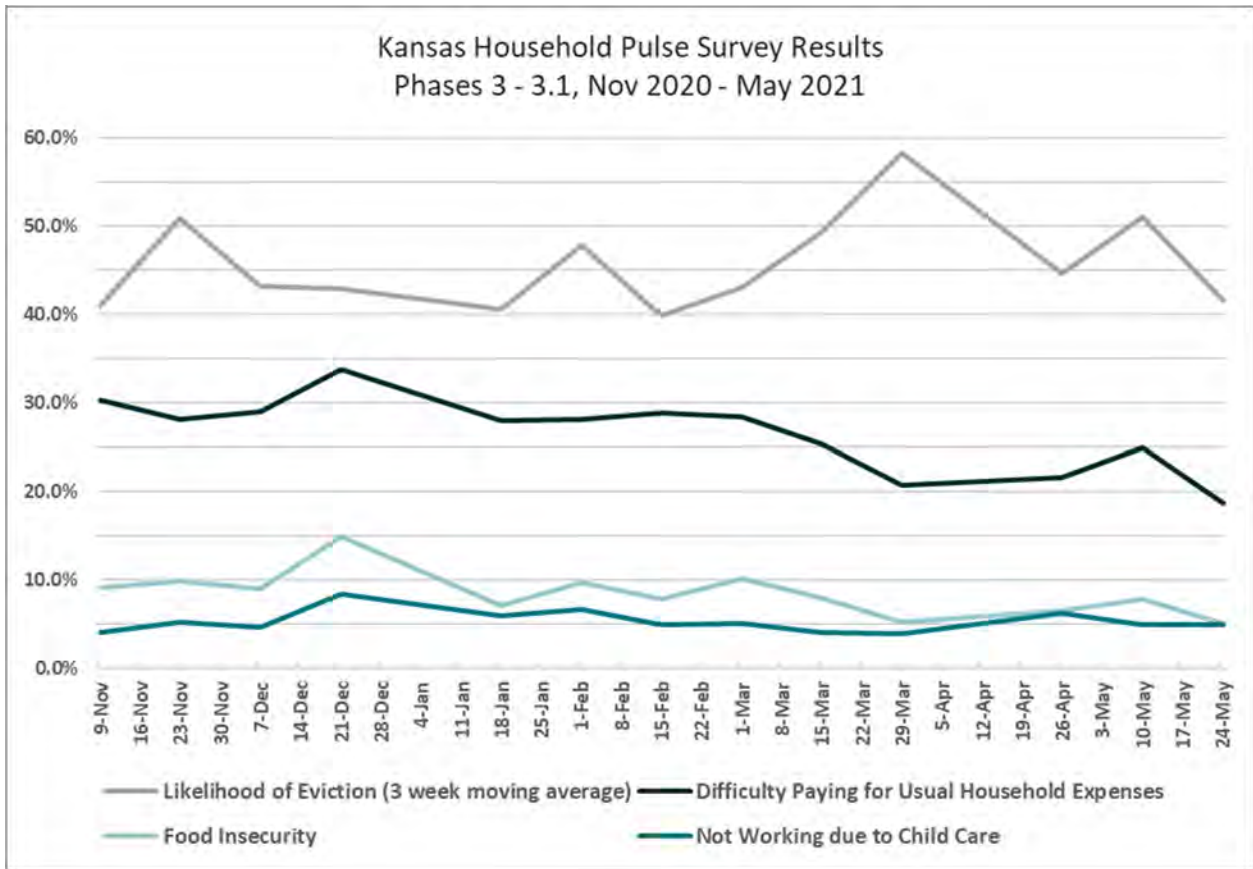


Source: U.S. Census Bureau, Household Pulse Survey.

Figure 67

Between November 2020 and May 2021, the share of Kansas households reporting difficulty paying for usual household expenses fell from 30% to 19%, and the share of households reporting food insecurity fell from 9% to 5% (Figure 68). The number of unemployed Kansas adults who said they were not working in order to

take care of children not in school or daycare remained constant at around 5%. The share of Kansas renters who are not current on rental payments reporting that they are very likely or somewhat likely to be evicted fluctuated between 40% and 58%. However, this number may be noisy given the small sample size.



Source: U.S. Census Bureau, Household Pulse Survey.

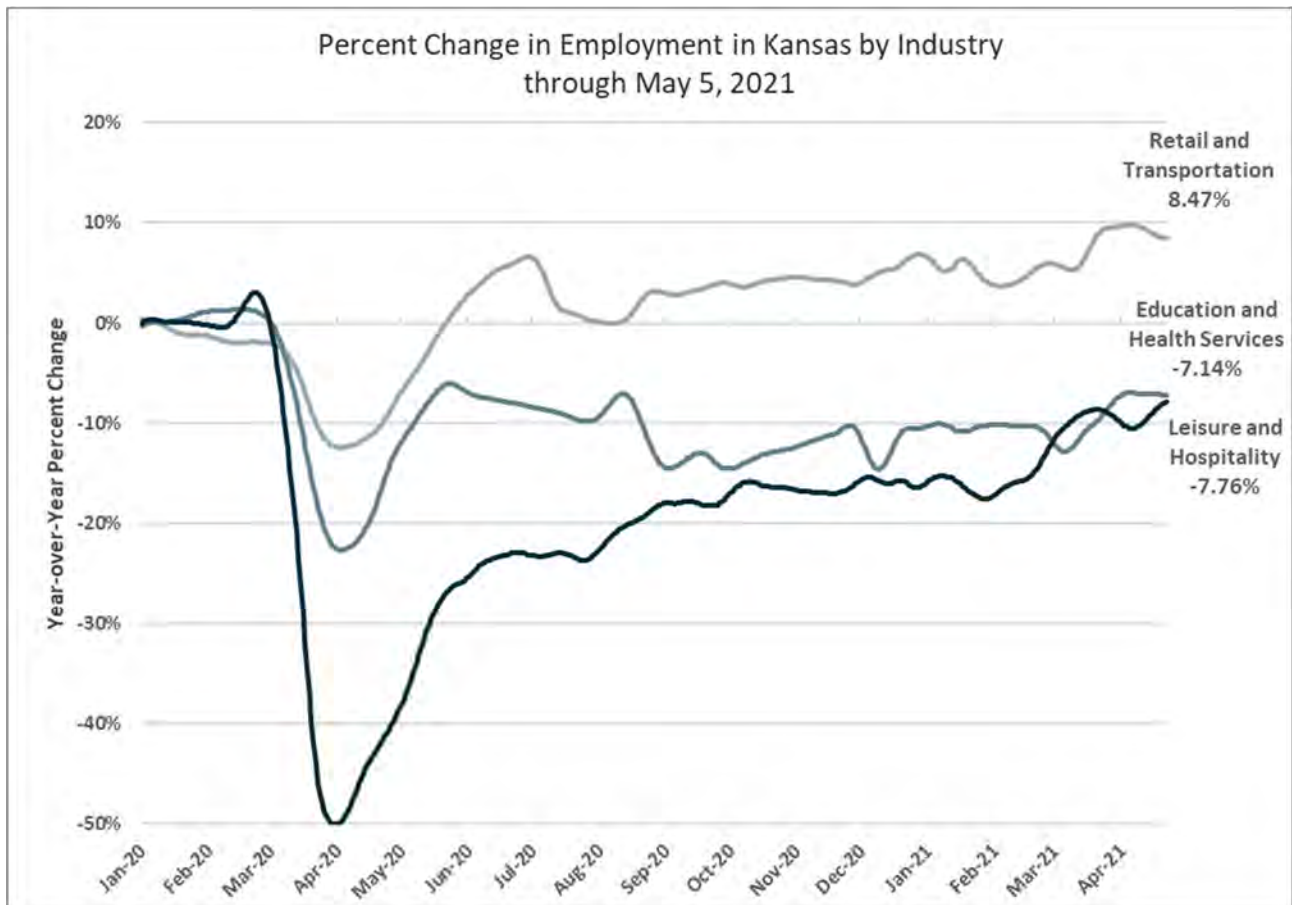
Figure 68

Overall

The COVID-19 pandemic created a perfect storm of compounding effects that wiped out women’s employment gains and prospects. The first key impact is that women are employed disproportionately in service-sector that require personal contact. These jobs were more likely to be affected by the COVID-19 shutdown and social distancing behaviors.

Figure 69 shows the percentage change in employment in female-dominated industries of education and health services, leisure and hospitality, and retail and transportation in

Kansas. Employment is compared to the baseline employment levels of January 2020. Coinciding with the shutdown, employment dropped precipitously in leisure and hospitality and education and health services. It recovered between August and December only to dip again in February. As vaccines have become more widely available in March and April 2021, employment in these sectors has rebounded but is still down in leisure and hospitality (-7.76%) and in education and health services (-7.14%) as of May 5, 2021.



Source: Opportunity Insights Economic Tracker.

Figure 69

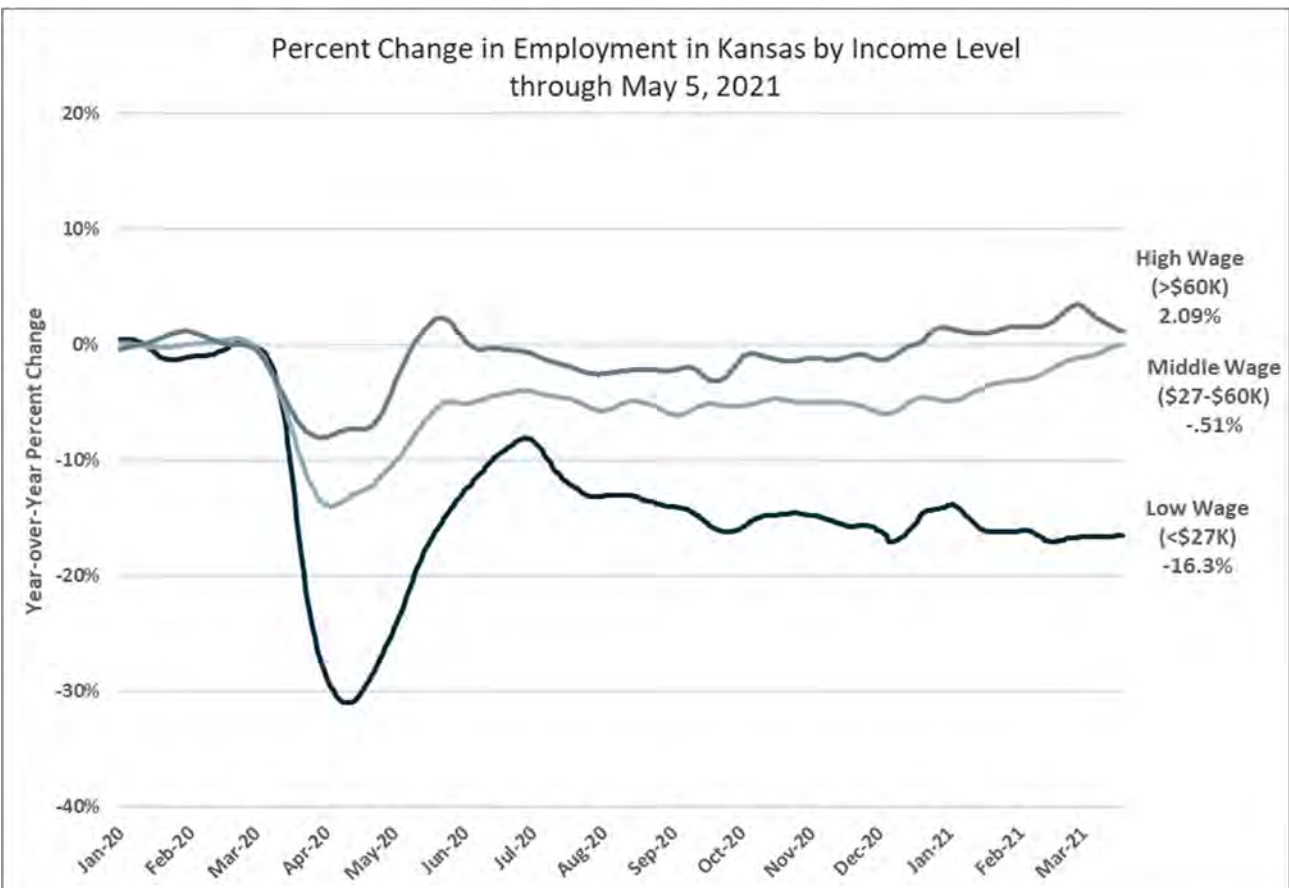
A second and substantial impact on women was the shutdown of schools and daycare centers. As a result, mothers were more likely to leave the labor force (Albanesi and Kim 2021) in order to provide care for their children. According to the Washington Post, childcare costs reached an all-time high in 2020 as the childcare workforce shrank by 36% when the COVID crisis unfolded (Denham et al. 2021).

A third effect with long-term impact is that many of the jobs destroyed by the COVID-19 pandemic may not come back (Denham et al. 2021). To the extent that a large share of office workers remain at home or in hybrid work arrangements with business travel largely curtailed, jobs in the restaurant and hospitality sectors may not return.

These employment upheavals have led to a K-shaped recovery (Jones 2020) where high income

workers have improved employment prospects and low-income workers do not. Figure 70 shows the K-shaped recovery for the state of Kansas. High-income jobs are up 2% and middle-income jobs are slightly down by .5% but low-income jobs are down 16% compared to January 2020. As we have seen in Chapter 2, women are more likely to work in low-paying jobs.

The loss of these jobs coupled with the lack of childcare has put stress on families with children in Kansas. Although the data are noisy, over 40% of households late on their rental payments are in danger of eviction in Kansas. Over 5% of households report being out of the labor force because of childcare. Fortunately, the share of households in Kansas that have difficulty paying for usual expenses have dropped from 30% earlier in the year to less than 20% in May.



Source: Opportunity Insights Economic Tracker.

Figure 70

In response to these difficult challenges, the federal government provided relief in the Coronavirus Aid, Relief, and Economic Security (CARES) Act and the American Rescue Plan (ARP) Act. Both the CARES and ARP Acts provided enhanced unemployment benefits as well as direct payments to households. The CARES Act placed a moratorium on evictions. In addition, the ARP Act expanded the child tax credit from \$2,000 to \$3,600 for children under the age of six and \$3,000 for children ages six to 17. The child tax credit will now be disbursed as periodic payments instead of tax credits. Researchers estimate that the expanded child tax credit will cut child poverty by 40% (Greenstein 2021).

Without these significant policy interventions, the economic downturn would have been much more severe. It remains to be seen whether women will return to the workforce once the COVID-19 pandemic abates. However, these stopgap measures will not be sufficient to promote women's economic empowerment in Kansas. Clearly, expanded access to childcare and in-person K-12 education will help pave the way for women to re-enter the workforce in Kansas. Likewise, expanding Medicaid in Kansas would provide more women with health care coverage that is necessary during a pandemic.

Chapter 7. Conclusions

We began this analysis with the hypothesis that economic development is closely linked to the empowerment of women. The preceding chapters have provided detailed information on factors associated with women's empowerment—demographic characteristics, employment and earnings, childcare and health care, poverty and social insurance, and the civic engagement of women in the state of Kansas and the Kansas City metropolitan region. We also compared the KC Metro to other mid-sized Midwestern metropolitan areas to understand how women's economic wellbeing fares across comparable regions. These multiple data comparisons yielded insights into the status of women in the Kansas-Kansas City region. Among many insights, the status of women may be changing due to the COVID-19 recession and its aftermath. We examined the impact of the pandemic on the economic and social well-being of women and their families.

The Status of Women in Kansas

Kansas demographics are being shaped by an aging native population and increased immigration, especially in Southwest Kansas. Women aged 65 and over are concentrated in the northern rural counties of the state. Surprisingly, the share of Kansas population under the age of 18 is growing in Southwestern Kansas, due in part to the influx of immigrants. Women are less likely to be married than men in Kansas because of higher levels of divorce and widowhood. Women have higher educational attainment than men in Kansas, but that educational attainment may not be fully reflected in women's earnings.

The employment and earnings picture for women in Kansas is mixed. Kansas has higher female labor force participation compared to U.S. as a whole, but this varies significantly across the state. Counties surrounding the KC Metro have the highest rates of female employment and earnings, but in some Kansas counties, the

median earnings of women working full-time, year-round are equivalent to the poverty line for a family of four. Median earnings for women working full-time, year-round in Kansas are approximately 10% lower than for those in the U.S., and these women earn 78 cents for every dollar earned by Kansas men. Women in Kansas often work as elementary and middle school teachers, cashiers, secretaries, and administrative assistants, nursing assistants, and registered nurses. Except for RNs, these occupations tend to pay less. Men are most likely to work as driver/sales workers and truck drivers, first-line supervisors of sales workers, laborers. Apart from laborers, these male-dominated occupations pay better than female-dominated occupations. Kansas has significantly fewer women working in management positions, as business owners, and as self-employed workers compared with the U.S.

Access to affordable childcare and health care support women's labor force participation. In Kansas, infant care at daycare centers is about 1.3 times more expensive than in-state college tuition. Kansas daycare costs for a four-year-old exceed the costs of in-state college tuition by a slight margin. A typical Kansas family would spend more than 32% of its income to provide childcare for an infant and a four-year old. A mother with median female income would spend 29% of her earnings to place an infant in childcare. Childcare access is severely limited in some parts of the state. Overall, the ratio of children per available childcare slot is about 2:1, but in several counties in the southwest part of the state this ratio rises to the Southwest part of the state this ratio rises to over 4:1.

Kansas women are more likely to lack health insurance than the U.S. average. This is particularly the case for low-income women, of whom 26% lack health insurance (the U.S. average for low income women is 21%). This is largely because Kansas has not expanded

Medicaid. Women's access to preventative health screenings such as pap smears and mammograms is significantly lower in Kansas than in the rest of the U.S. Health care may be out of reach for a sizeable number of women in Kansas.

Although poverty rates are lower in Kansas than in the rest of the U.S., women ages 25-64 and 65 and over are significantly more likely to live in poverty than men. Thirty-five percent of single-mother households in Kansas live in poverty, and this has led to a 6 percentage point rise in child poverty since 2000 (9% to 15%).

Clearly, the situation for women in Kansas is mixed. Kansas women have higher educational attainment and higher labor force participation rates than in the rest of the U.S. However, women earn approximately 10% less than women in the rest of the U.S., and working mothers face very high costs and limited access to high quality childcare. Low earnings and high childcare expenses limit women's participation in the labor force and their economic empowerment. This in turn creates a drag on Kansas' economic growth.

Women's empowerment begins with civic engagement. A recent Pew survey found 52% of men and 46% of women agreed that "granting women the right to vote has been the most important milestone in advancing the position of women in the country" (Igielnik 2020). Women have put their right to vote to good use, historically voting at higher rates than men. The 2020 presidential election saw 61.4% of Kansas women over 18 at the polls versus 58.7% of Kansas men. Voting rates in Kansas are slightly less than for the U.S., so voter participations could be improved.

Although women vote at high rates and comprise most of the population, women make up only 28% of Kansas legislators. Economic empowerment is closely linked with political empowerment. Thus, policies designed to increase the number of women engaged in state

and local government may translate into additional economic opportunities for women.

Impact of the COVID-19 Pandemic

The COVID-19 pandemic created a perfect storm that wiped out women's employment gains and prospects. The differential impact of the recession on women sometimes is called the "She-Cession." Before the recession, women were employed disproportionately in service-sector jobs that required personal contact, jobs that were the first to be affected by shutdowns and social distancing. Coinciding with the shutdown, employment dropped precipitously in leisure and hospitality and education and health services. Employment recovered somewhat between August and December 2020 only to dip again in February 2021. As vaccines were made available, employment in these sectors rebounded but is still down in leisure and hospitality (-7.76%) and in education and health services (-7.14%) as of May 5, 2021.

A second factor affecting women was the shutdown of schools and daycare centers. Women became more likely to leave the labor force because of childcare difficulties and the difficulties of navigating on-line school.

Third, the pandemic may have permanently affected the way businesses operate. Remote work may become a fixture of business life, in which case travel, entertainment, dining, and accommodations—industries that traditionally provided jobs to women and may not return to their previous employment levels. The permanent impact on the pandemic on women's employment and earnings remains to be seen.

Concluding Thoughts

There are two competing models of economic development. The first is the austerity model where low taxes and limited regulations are designed to attract and retain businesses that contribute to economic growth. In this model, it is up to businesses to make the investments necessary to promote economic growth, and these

businesses are under no obligation to pay women an equal wage for equal work.

The alternative to austerity is investment. GDP growth is a function of an expanding labor force and increased productivity. The labor force participation rate for women aged 25-54 in Kansas in 2019 before the pandemic averaged 80.4%. In several nearby states, rates were higher: Minnesota 84.3%, Iowa 84.5%, and Nebraska 84.1%. (BLS 2019). The Kansas labor force could expand provided more women worked. Economic research indicates that women are drawn into the labor force by higher wages.

To the extent that childcare costs come down, and women's take-home pay increases, Kansas could successfully expand the number of women employed. Increased productivity is tied to the educational attainment of the labor force. Kansas already has higher educational attainment of women than the national average; and the educational attainment of women in Kansas exceeds that of men. Thus, Kansas has the ingredients necessary to expand the economy, but alternative policies that facilitate the empowerment of Kansas women and the growth of the Kansas economy should be implemented.

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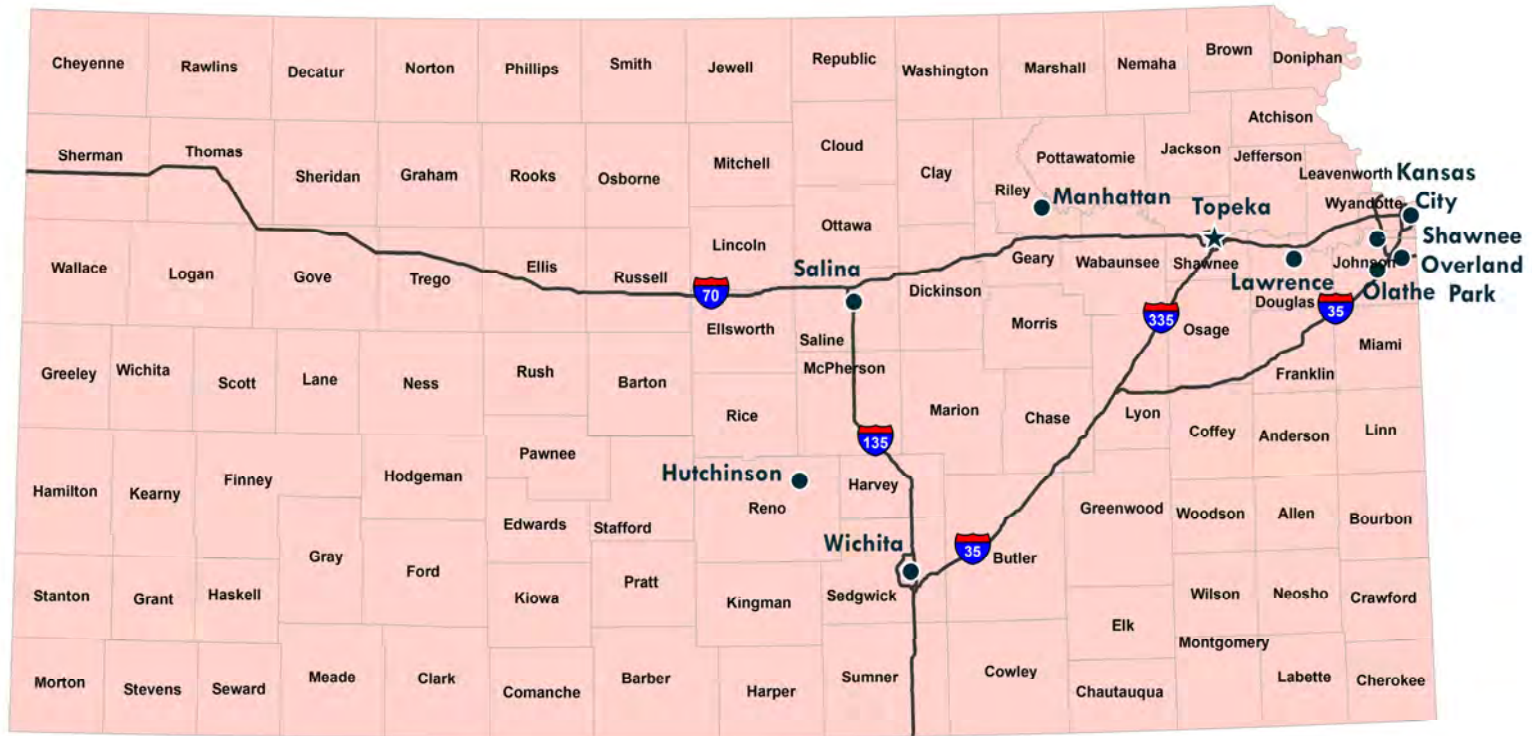
Appendix A. Reference Maps

Maps

Map of Kansas

Map of Kansas City Metropolitan Area

Map of Kansas

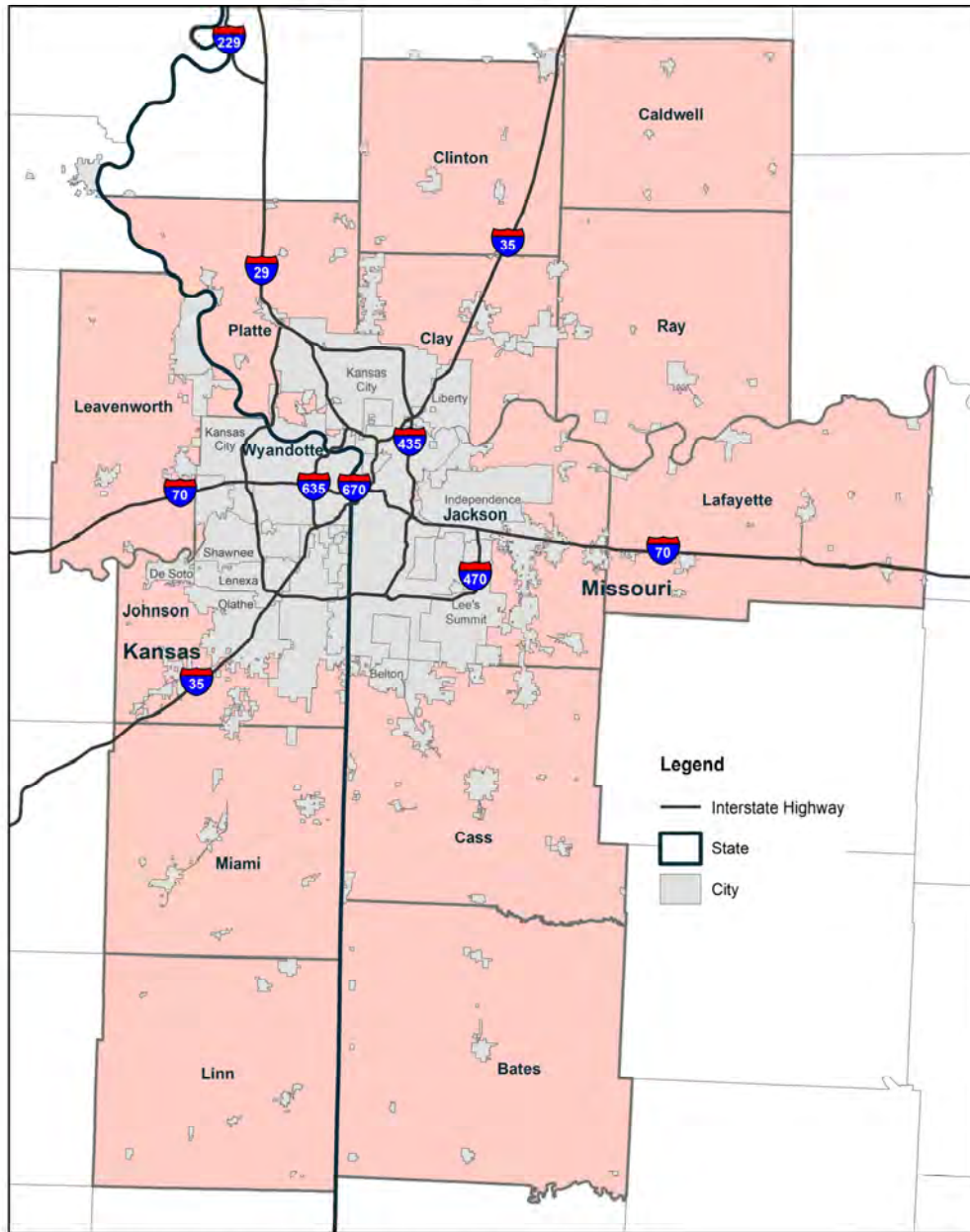


Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau.

Legend

- Major City, Population > 40,000
- ★ Capital
- Interstate Highway
- County

Map of Kansas City Metropolitan Area



Source: Institute for Policy & Social Research, The University of Kansas; data from U.S. Census Bureau.

Appendix B. Additional Graphs and Tables

Graphs

Age Distribution of Males, by Metropolitan Area, 2015-19

Marital Status of Males, by Metropolitan Area, 2019

Educational Attainment of Males, by Metropolitan Area, 2015-19

Employment Status of Males Age 25-64, by Metropolitan Area, 2019

Percent of Men Age 18-64 without Health Insurance, 2015-2019

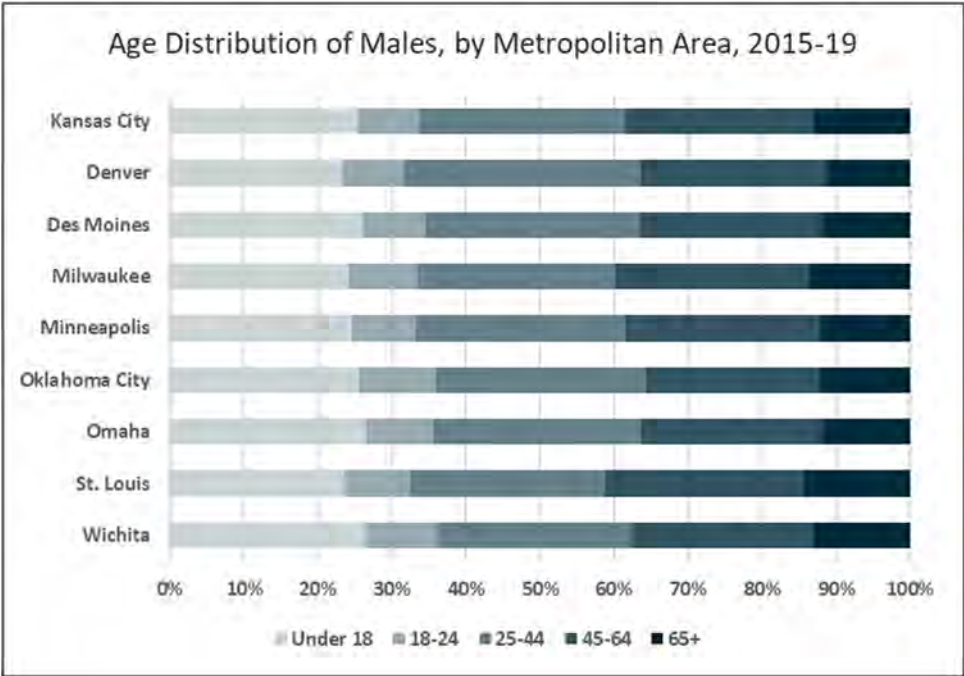
Percent of Men Age 18-64 in Households with Income Below 200% of Poverty Level without Health Insurance, 2015-2019

Tables

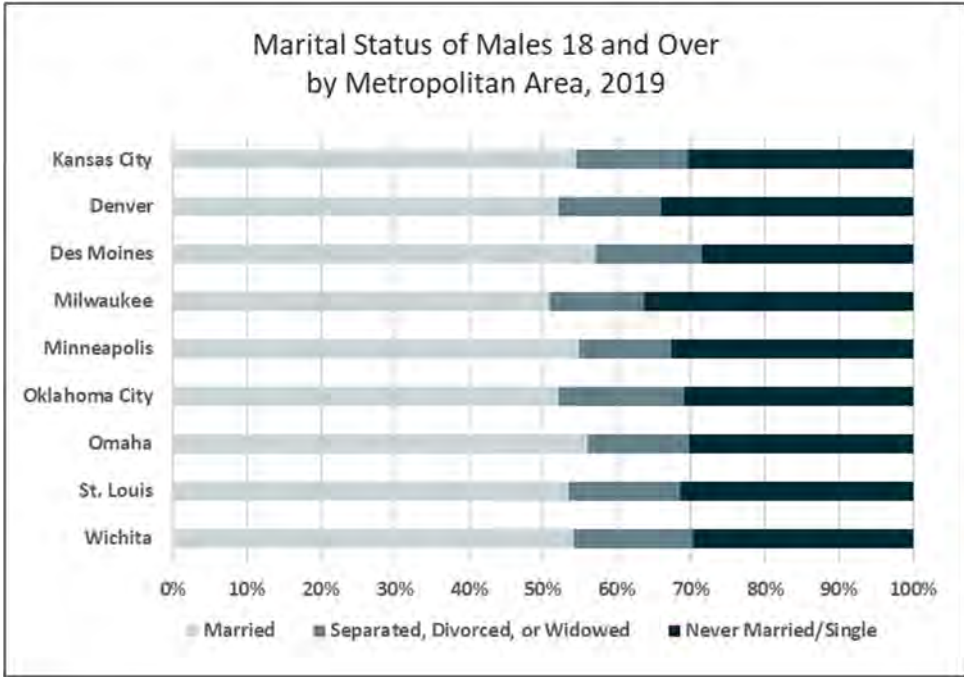
Labor Force Participation and Median Earnings in Kansas, by County, 2015-19

Child Care Facilities in Kansas, by County, 2020

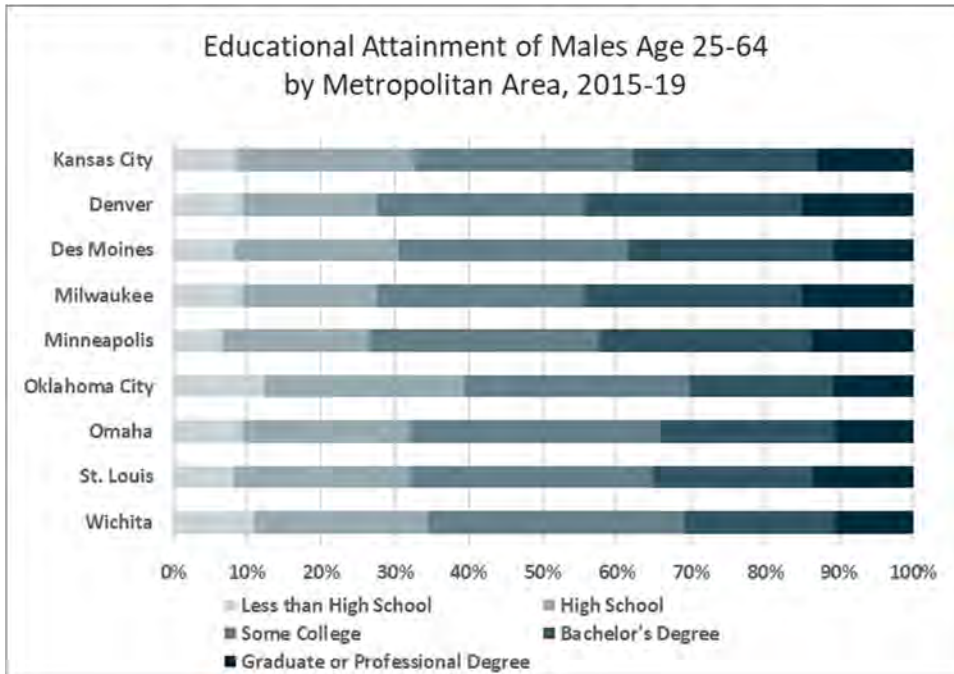
Poverty in Kansas, by County, 2015-19



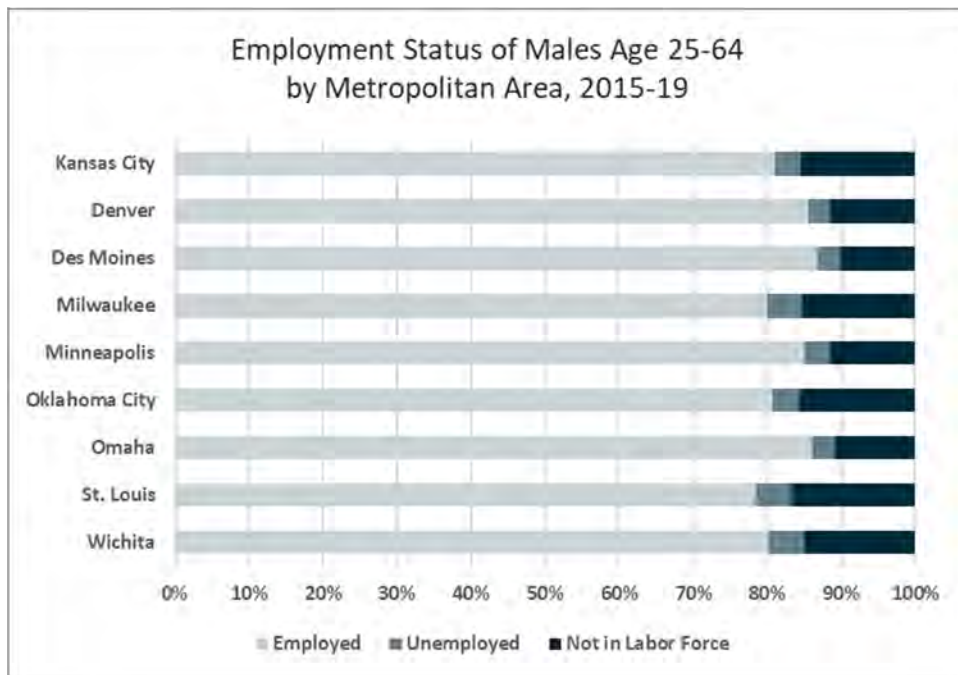
Source: U.S. Census Bureau, 2015-2019 American Community Survey Public Use Microdata (PUMS).



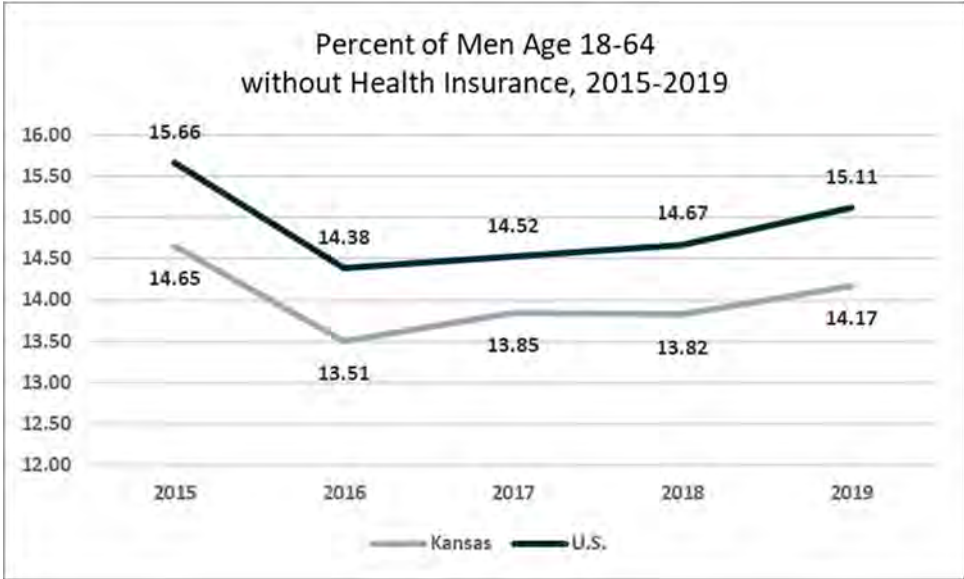
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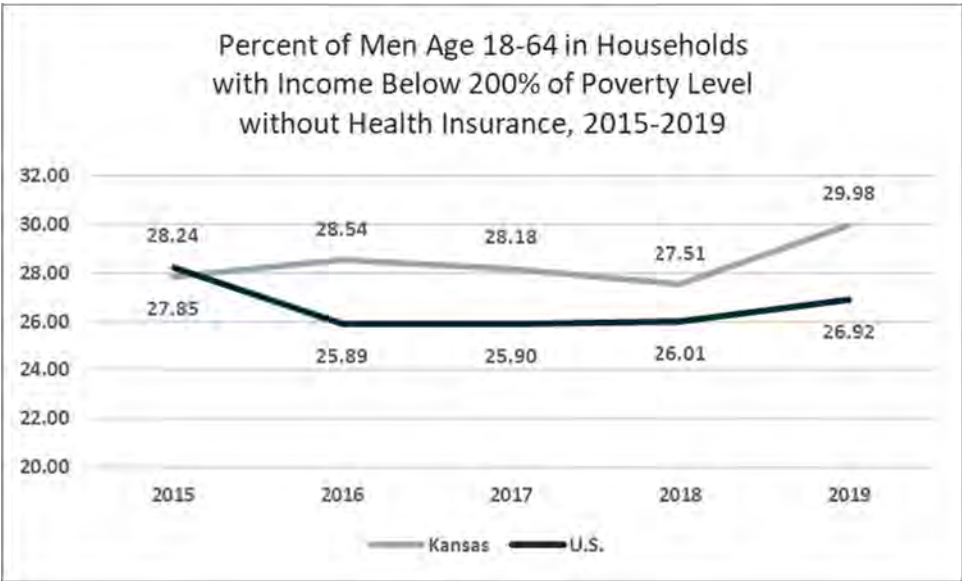
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Source: U.S. Census Bureau, 2015-2019 American Community Survey Public Use Microdata (PUMS).



Source: U.S. Census Bureau, 2015-2019 1-Year American Community Survey Public Use Microdata (PUMS).



Source: U.S. Census Bureau, 2015-2019 1-Year American Community Survey Public Use Microdata (PUMS).

**Labor Force Participation and Median Earnings
in Kansas, by County, 2015-19**

County	Labor Force Participation Rate		Median Earnings for Full-time, Year-round Workers		Ratio of Female-to-Male Earnings
	Male	Female	Male	Female	
Kansas	70.3	61.6	\$51,266	\$39,879	0.78
Allen	68.0	54.5	44,428	32,589	0.73
Anderson	63.6	52.3	47,278	31,288	0.66
Atchison	65.1	60.3	47,443	35,025	0.74
Barber	64.8	55.0	46,983	31,686	0.67
Barton	70.2	62.4	48,989	33,123	0.68
Bourbon	64.6	52.6	41,261	35,707	0.87
Brown	69.0	57.5	38,766	33,886	0.87
Butler	65.5	59.1	55,027	44,281	0.80
Chase	55.7	54.7	43,179	32,813	0.76
Chautauqua	58.1	51.8	40,048	31,618	0.79
Cherokee	60.9	51.3	41,664	31,907	0.77
Cheyenne	69.1	50.9	52,984	29,868	0.56
Clark	66.8	61.5	46,458	27,857	0.60
Clay	68.0	56.6	45,884	32,669	0.71
Cloud	71.2	57.3	42,896	32,000	0.75
Coffey	69.6	58.3	59,846	38,883	0.65
Comanche	76.7	57.4	42,031	31,250	0.74
Cowley	62.9	54.0	45,794	35,026	0.76
Crawford	64.7	59.5	38,856	36,868	0.95
Decatur	68.3	51.3	42,500	32,596	0.77
Dickinson	65.9	59.7	43,200	35,179	0.81
Doniphan	64.0	59.4	48,105	31,401	0.65
Douglas	73.8	68.0	52,251	40,584	0.78
Edwards	71.5	55.0	42,209	36,774	0.87
Elk	54.9	44.8	43,616	24,911	0.57
Ellis	76.8	67.6	44,721	36,241	0.81
Ellsworth	47.7	60.5	44,322	34,813	0.79
Finney	79.4	65.9	44,862	31,887	0.71
Ford	79.4	61.3	40,318	32,001	0.79
Franklin	72.9	58.3	44,372	38,838	0.88
Geary	42.8	62.4	39,504	32,823	0.83
Gove	70.2	53.6	45,329	33,289	0.73
Graham	67.8	54.3	43,616	31,417	0.72
Grant	77.7	58.7	48,856	32,939	0.67
Gray	83.7	61.8	49,333	35,750	0.72
Greeley	70.6	56.9	46,029	32,614	0.71
Greenwood	65.2	53.5	40,787	30,876	0.76
Hamilton	74.0	51.7	44,075	35,000	0.79
Harper	64.4	50.6	41,017	27,443	0.67
Harvey	71.4	58.6	51,230	34,180	0.67
Haskell	76.2	55.0	43,628	27,453	0.63
Hodgeman	79.1	54.3	47,321	39,417	0.83
Jackson	65.7	58.9	48,396	38,188	0.79
Jefferson	69.8	59.6	52,549	45,731	0.87
Jewell	53.5	50.6	40,912	31,190	0.76
Johnson	77.9	66.0	71,789	51,871	0.72
Kearny	71.0	46.9	43,202	36,328	0.84
Kingman	71.2	56.7	52,240	36,105	0.69
Kiowa	67.4	57.2	42,208	37,813	0.90
Labette	65.0	59.3	42,404	29,123	0.69
Lane	75.9	65.9	45,602	25,114	0.55
Leavenworth	56.6	60.3	53,715	41,443	0.77
Lincoln	66.0	56.2	42,096	32,316	0.77
Linn	61.9	53.9	51,807	33,032	0.64
Logan	70.6	60.4	39,150	31,468	0.80
Lyon	73.7	64.5	41,684	33,731	0.81
McPherson	72.0	60.0	53,828	38,945	0.72

**Labor Force Participation and Median Earnings
in Kansas, by County, 2015-19**

County	Labor Force Participation Rate		Median Earnings for Full-time, Year-round Workers		Ratio of Female-to-Male Earnings
	Male	Female	Male	Female	
Marion	66.2	56.4	\$47,656	\$32,843	0.69
Marshall	67.9	62.8	48,372	32,833	0.68
Meade	76.4	54.8	51,589	33,333	0.65
Miami	68.8	61.8	59,143	39,934	0.68
Mitchell	57.9	57.2	45,754	35,536	0.78
Montgomery	66.6	53.0	46,198	32,785	0.71
Morris	68.6	55.4	46,523	34,402	0.74
Morton	65.9	43.7	46,000	45,417	0.99
Nemaha	71.6	65.6	48,932	35,234	0.72
Neosho	65.2	54.5	41,503	31,810	0.77
Ness	68.2	53.2	55,924	30,817	0.55
Norton	47.3	61.7	34,512	36,450	1.06
Osage	65.5	57.7	46,429	36,707	0.79
Osborne	64.5	59.8	47,083	31,396	0.67
Ottawa	68.5	58.9	50,181	35,417	0.71
Pawnee	47.2	52.5	34,432	30,000	0.87
Phillips	67.5	58.3	42,147	31,250	0.74
Pottawatomie	71.8	58.8	57,596	39,816	0.69
Pratt	69.7	58.6	44,571	40,360	0.91
Rawlins	73.4	51.4	43,445	33,250	0.77
Reno	64.5	58.1	45,530	32,169	0.71
Republic	65.8	55.2	40,575	32,946	0.81
Rice	68.1	59.6	49,744	34,161	0.69
Riley	56.9	65.0	36,758	39,105	1.06
Rooks	63.9	60.8	41,944	29,524	0.70
Rush	62.1	60.9	46,949	32,895	0.70
Russell	62.3	55.1	47,576	26,700	0.56
Saline	71.4	60.3	47,891	34,772	0.73
Scott	76.7	57.1	50,556	24,776	0.49
Sedgwick	71.3	62.1	51,313	38,758	0.76
Seward	82.5	61.4	38,757	30,463	0.79
Shawnee	67.0	60.7	49,878	40,001	0.80
Sheridan	75.4	61.5	51,335	38,618	0.75
Sherman	73.1	56.0	44,054	33,824	0.77
Smith	63.3	55.8	52,827	32,446	0.61
Stafford	72.5	54.5	42,269	33,831	0.80
Stanton	64.5	58.0	38,953	40,273	1.03
Stevens	79.7	48.3	39,694	31,844	0.80
Sumner	67.6	53.9	51,071	36,280	0.71
Thomas	76.8	64.2	50,413	34,915	0.69
Trego	73.5	61.8	50,759	31,121	0.61
Wabaunsee	67.9	59.1	48,431	41,344	0.85
Wallace	70.7	58.2	46,406	33,580	0.72
Washington	65.8	55.2	44,893	33,523	0.75
Wichita	78.0	59.1	45,708	37,870	0.83
Wilson	64.5	57.8	44,523	36,635	0.82
Woodson	61.4	54.5	36,818	31,190	0.85
Wyandotte	72.7	60.1	41,124	35,305	0.86

Source: U.S. Census Bureau, 2015-2019 American Community Survey.

Data based on a sample and subject to sampling variability; see source for degree of uncertainty.

Child Care Facilities in Kansas, by County, 2020

County	Child Care Center ¹		Group Day Care Home ²		Head Start Child Care Center		Licensed Day Care Home ³		Preschool ⁴		Total		Children Age 0-4 (2019)
	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	
Allen	4	238	12	144	0	0	10	100	1	15	27	497	677
Anderson	0	0	5	60	1	20	9	90	0	0	15	170	525
Atchison	2	258	11	132	1	60	9	90	1	24	24	564	899
Barber	0	0	1	12	0	0	4	40	1	20	6	72	273
Barton	6	326	18	216	0	0	31	310	3	94	58	946	1,510
Bourbon	1	84	12	144	1	17	5	50	2	34	21	329	959
Brown	1	80	10	120	3	57	8	80	2	36	24	373	627
Butler	10	750	19	228	2	95	44	440	3	118	78	1,631	4,040
Chase	0	0	1	12	0	0	5	50	0	0	6	62	119
Chautauqua	1	23	0	0	0	0	3	30	0	0	4	53	153
Cherokee	3	172	10	120	3	71	13	130	0	0	29	493	1,143
Cheyenne	1	24	3	36	0	0	2	20	0	0	6	80	185
Clark	0	0	2	24	0	0	1	10	1	20	4	54	127
Clay	2	92	8	96	0	0	12	120	2	51	24	359	471
Cloud	3	67	16	192	1	20	9	90	3	46	32	415	546
Coffey	2	46	6	72	0	0	9	90	2	33	19	241	464
Comanche	0	0	2	24	0	0	0	0	0	0	2	24	92
Cowley	4	222	29	348	0	0	24	240	0	0	57	810	2,096
Crawford	7	680	30	358	0	0	20	200	3	56	60	1,294	2,346
Decatur	0	0	3	36	0	0	2	20	0	0	5	56	164
Dickinson	3	185	9	108	0	0	17	170	3	35	32	498	1,020
Doniphan	0	0	3	36	0	0	9	90	0	0	12	126	399
Douglas	31	2,527	46	548	2	80	53	526	2	68	134	3,749	5,864
Edwards	0	0	3	36	0	0	3	30	0	0	6	66	160
Elk	0	0	1	12	0	0	1	10	0	0	2	22	136
Ellis	8	269	28	336	0	0	56	560	4	48	96	1,213	1,597
Ellsworth	1	99	3	36	0	0	8	80	1	21	13	236	272
Finney	2	109	19	228	4	139	28	280	2	57	55	813	3,115
Ford	5	286	13	156	0	0	21	210	0	0	39	652	2,858
Franklin	3	208	13	156	1	40	27	270	1	24	45	698	1,571
Geary	8	444	7	84	0	0	24	237	1	12	40	777	3,719
Gove	1	27	3	36	0	0	2	20	0	0	6	83	153
Graham	0	0	1	12	0	0	6	60	0	0	7	72	92
Grant	0	0	5	60	2	35	15	150	2	34	24	279	522
Gray	1	42	1	12	0	0	4	40	0	0	6	94	467
Greeley	0	0	3	36	0	0	2	20	0	0	5	56	95
Greenwood	0	0	6	72	0	0	6	60	0	0	12	132	323
Hamilton	0	0	1	12	0	0	3	30	1	18	5	60	168
Harper	1	36	10	120	1	20	1	10	2	35	15	221	347
Harvey	3	260	8	96	0	0	20	198	7	116	38	670	1,947
Haskell	1	23	2	24	0	0	0	0	0	0	3	47	261

Child Care Facilities in Kansas, by County, 2020

County	Child Care Center ¹		Group Day Care Home ²		Head Start Child Care Center		Licensed Day Care Home ³		Preschool ⁴		Total		Children Age 0-4 (2019)
	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	
Hodgeman	0	0	2	24	0	0	1	10	2	24	5	58	115
Jackson	1	55	14	168	0	0	18	180	1	20	34	423	901
Jefferson	4	231	8	96	1	20	13	130	1	10	27	487	964
Jewell	0	0	2	24	0	0	1	10	0	0	3	34	168
Johnson	197	20,098	169	2,028	1	184	345	3,447	7	200	719	25,957	37,590
Kearny	0	0	5	60	0	0	8	80	0	0	13	140	287
Kingman	0	0	2	24	0	0	9	90	0	0	11	114	406
Kiowa	1	23	0	0	0	0	2	20	0	0	3	43	151
Labelle	2	113	33	396	2	35	11	110	0	0	48	654	1,273
Lane	0	0	2	24	0	0	1	10	0	0	3	34	87
Leavenworth	21	1,480	37	444	1	20	21	210	3	60	83	2,214	5,210
Lincoln	0	0	1	12	0	0	4	40	0	0	5	52	143
Linn	0	0	11	132	0	0	3	30	0	0	14	162	473
Logan	0	0	1	12	1	24	9	90	0	0	11	126	209
Lyon	8	447	21	252	1	80	28	280	3	80	61	1,139	1,968
McPherson	5	464	7	84	0	0	26	260	2	47	40	855	1,624
Marion	1	48	7	84	0	0	7	70	2	22	17	224	566
Marshall	0	0	19	228	1	20	27	270	0	0	47	518	652
Meade	0	0	5	60	0	0	5	50	0	0	10	110	256
Miami	5	512	22	264	2	40	27	270	2	53	58	1,139	2,079
Mitchell	3	110	4	48	0	0	9	90	1	12	17	260	374
Montgomery	5	315	12	144	1	20	33	328	4	77	55	884	1,888
Morris	1	54	2	24	0	0	12	120	0	0	15	198	325
Morton	0	0	1	12	0	0	2	20	0	0	3	32	147
Nemaha	2	117	21	252	1	20	13	130	2	32	39	551	785
Neosho	3	153	14	168	1	20	22	220	1	24	41	585	1,053
Ness	0	0	4	48	0	0	4	40	0	0	8	88	126
Norton	2	113	3	36	1	20	3	30	0	0	9	199	271
Osage	1	60	8	96	0	0	25	250	1	15	35	421	866
Osborne	0	0	2	24	0	0	7	70	0	0	9	94	199
Ottawa	0	0	5	60	1	14	12	120	1	24	19	218	257
Pawnee	1	44	1	12	0	0	12	120	1	24	15	200	295
Phillips	3	152	7	84	0	0	6	60	1	24	17	320	287
Pottawatomie	7	505	12	144	0	0	41	410	0	0	60	1,059	1,841
Pratt	1	50	6	72	0	0	12	120	0	0	19	242	563
Rawlins	1	12	4	48	0	0	4	40	0	0	9	100	169
Reno	11	737	13	156	0	0	53	530	2	41	79	1,464	3,408
Republic	0	0	7	84	1	19	11	110	0	0	19	213	274
Rice	3	184	0	0	0	0	4	40	1	15	8	239	541
Riley	14	1,015	32	384	0	0	53	530	0	0	99	1,929	4,023
Rooks	1	30	4	48	0	0	11	110	0	0	16	188	277

Child Care Facilities in Kansas, by County, 2020

County	Child Care Center ¹		Group Day Care Home ²		Head Start Child Care Center		Licensed Day Care Home ³		Preschool ⁴		Total		Children Age 0-4 (2019)
	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	Facilities	Capacity	
Rush	2	48	2	24	0	0	2	20	0	0	6	92	159
Russell	1	23	6	72	0	0	15	150	2	24	24	269	396
Saline	12	831	18	216	0	0	100	1,000	6	90	136	2,137	3,418
Scott	0	0	3	36	0	0	11	110	1	45	15	191	285
Sedgwick	103	9,078	156	1,870	4	296	291	2,904	14	673	568	14,821	34,810
Seward	2	81	7	84	2	101	8	80	2	48	21	394	1,947
Shawnee	47	3,108	83	996	1	150	161	1,610	2	45	294	5,909	10,625
Sheridan	0	0	4	48	0	0	2	20	0	0	6	68	150
Sherman	0	0	6	72	0	0	7	70	0	0	13	142	401
Smith	0	0	4	48	0	0	8	80	1	12	13	140	221
Stafford	0	0	4	48	0	0	2	20	0	0	6	68	263
Stanton	0	0	2	24	0	0	2	20	2	27	6	71	136
Stevens	1	48	0	0	0	0	4	40	0	0	5	88	338
Sumner	3	152	19	228	2	75	12	120	2	36	38	611	1,345
Thomas	1	40	5	60	0	0	19	190	1	24	26	314	574
Trego	1	59	1	12	0	0	2	20	0	0	4	91	117
Wabaunsee	5	210	2	24	0	0	8	80	0	0	15	314	395
Wallace	0	0	2	24	0	0	0	0	0	0	2	24	104
Washington	0	0	10	120	1	19	11	110	2	24	24	273	365
Wichita	0	0	1	12	0	0	1	10	0	0	2	22	134
Wilson	1	80	2	24	1	15	10	100	1	20	15	239	533
Woodson	0	0	2	24	0	0	4	40	0	0	6	64	180
Wyandotte	37	2,522	56	669	0	0	35	350	2	33	130	3,574	12,842
Kansas	635	50,979	1,308	15,685	49	1,846	2,156	21,540	126	2,920	4,274	92,970	185,331

Source: Kansas Department of Health and Environment, Bureau of Child Care Licensing and Registration; U.S. Census Bureau, 2019 Population Estimates by Age, Sex, Race, and Hispanic Origin. Facilities as of 12/31/2020.

¹ A facility that provides care and educational activities for 13 or more children two weeks to 16 years of age for more than three hours and less than 24 hours per day including day time, evening, and night-time care, or provides before and after school care for school-age children.

² A facility that provides care for a maximum of 12 children under 16 years of age and includes children under age 11 related to the provider. The total number of children at any time is based on the ages of the children in care.

³ A facility that provides care for a maximum of 10 children under 16 years of age and includes children under age 11 related to the provider. The total number of children at any time is based on the ages of the children in care.

⁴ A facility that provides learning experiences for children who are not of eligible age to enter kindergarten, and who are 30 months or older; which conducts sessions not exceeding three hours per session; which does not enroll any child more than one session per day; and which does not serve a meal. Preschool includes education preschools, Montessori schools, nursery schools, church-sponsored preschools, and cooperatives. A preschool may have fewer than 13 children and be licensed as a preschool if the program and facility meet preschool regulation.

Poverty in Kansas, by County, 2015-19

County	Percent of Families in Poverty				
	Percent of Children Under 5 in Poverty	Percent of Children Under 18 in Poverty	All Families with Children Under 18	Female Householder, No Husband Present, with Children Under 18	Female Householder, No Husband Present, with Children Under 5 Only
Kansas	17.1	14.9	12.6	34.3	42.9
Allen	25.3	24.9	24.3	58.0	100.0
Anderson	12.6	20.7	15.5	32.7	11.1
Atchison	25.8	18.9	18.9	39.4	0.0
Barber	20.8	23.6	20.2	34.3	100.0
Barton	26.2	21.2	16.9	33.9	50.3
Bourbon	35.6	22.3	16.8	39.2	38.0
Brown	23.9	18.6	14.3	35.7	33.3
Butler	13.8	13.0	10.7	28.5	50.4
Chase	14.0	15.6	13.3	33.3	71.4
Chautauqua	22.9	26.7	30.0	67.9	31.3
Cherokee	15.6	16.7	16.4	34.9	50.0
Cheyenne	10.5	8.1	10.7	21.1	0.0
Clark	15.9	15.6	14.4	46.0	54.5
Clay	15.2	9.7	8.2	25.2	60.0
Cloud	6.0	11.3	7.6	23.9	26.9
Coffey	22.7	17.0	17.4	49.0	61.0
Comanche	10.4	13.4	12.0	31.0	57.1
Cowley	20.0	20.0	15.5	36.4	33.6
Crawford	28.7	22.1	20.6	44.2	63.7
Decatur	15.7	22.2	33.1	81.4	69.2
Dickinson	7.7	14.2	13.4	36.2	19.2
Doniphan	24.5	19.3	16.0	45.9	57.6
Douglas	15.5	12.2	9.9	29.0	50.0
Edwards	6.9	10.7	11.0	43.5	100.0
Elk	28.6	21.3	27.8	35.8	40.0
Ellis	16.8	14.9	14.4	45.3	52.8
Ellsworth	7.8	12.6	10.4	34.9	18.4
Finney	19.5	15.5	12.8	32.4	61.2
Ford	24.2	21.4	17.6	51.6	34.9
Franklin	17.1	12.6	9.9	32.3	47.4
Geary	22.2	21.1	17.8	52.7	84.1
Gove	10.5	9.3	12.1	37.8	100.0
Graham	31.1	13.3	11.9	51.7	78.3
Grant	13.7	12.8	9.3	13.4	0.0
Gray	4.9	8.0	6.7	26.2	0.0
Greeley	10.4	13.3	12.0	33.3	-
Greenwood	19.2	15.0	15.7	39.3	56.5
Hamilton	5.1	16.5	13.1	44.4	-
Harper	25.7	19.1	14.9	42.7	86.7
Harvey	11.3	10.7	9.8	26.5	38.5
Haskell	17.6	12.6	9.6	24.7	55.6
Hodgeman	30.0	18.6	14.2	37.5	0.0
Jackson	15.5	17.6	16.1	51.1	23.2
Jefferson	14.1	10.7	8.8	18.1	18.5
Jewell	22.8	26.6	25.7	46.5	100.0
Johnson	6.6	6.2	5.5	21.1	24.9
Kearny	33.3	27.9	26.1	65.9	100.0
Kingman	14.4	11.3	9.7	39.5	40.0
Kiowa	6.0	6.8	6.4	14.3	0.0
Labette	31.4	26.3	24.4	50.6	78.8
Lane	15.5	23.0	13.7	68.0	100.0
Leavenworth	12.8	11.1	9.2	27.9	21.3
Lincoln	19.7	11.3	15.4	43.2	87.5
Linn	29.1	19.1	19.9	55.9	59.0
Logan	2.0	6.1	7.6	12.7	0.0
Lyon	19.9	15.2	12.7	29.5	45.4
McPherson	7.4	9.0	6.0	22.1	29.6

Poverty in Kansas, by County, 2015-19

County	Percent of Families in Poverty				
	Percent of Children Under 5 in Poverty	Percent of Children Under 18 in Poverty	All Families with Children Under 18	Female Householder, No Husband Present, with Children Under 18	Female Householder, No Husband Present, with Children Under 5 Only
Marion	8.9	8.7	8.8	40.6	56.3
Marshall	15.5	11.8	8.1	32.1	44.7
Meade	11.4	9.7	7.7	30.0	65.0
Miami	3.2	8.8	7.8	29.4	0.0
Mitchell	11.4	14.3	16.3	37.2	47.1
Montgomery	33.8	26.9	21.9	40.6	36.6
Morris	14.2	12.2	8.9	17.2	23.1
Morton	6.1	10.6	9.6	13.3	100.0
Nemaha	12.1	11.0	7.2	28.2	20.0
Neosho	41.8	31.5	27.6	57.7	83.6
Ness	5.2	11.0	13.3	45.8	66.7
Norton	15.4	19.4	14.6	24.4	4.5
Osage	27.8	20.4	18.2	30.4	35.3
Osborne	27.9	22.9	18.6	76.4	96.6
Ottawa	22.0	17.1	11.0	56.2	100.0
Pawnee	10.0	5.9	6.1	11.6	48.8
Phillips	24.0	16.8	14.6	45.6	54.1
Pottawatomie	10.6	9.2	11.5	55.8	33.6
Pratt	21.9	12.7	9.4	25.7	0.0
Rawlins	7.0	8.0	6.5	80.0	-
Reno	17.8	15.8	14.3	37.0	61.2
Republic	9.9	17.6	9.8	36.7	5.6
Rice	20.7	21.0	17.6	59.0	88.7
Riley	12.9	13.2	11.7	36.6	50.6
Rooks	6.2	5.6	5.9	12.2	26.1
Rush	5.9	8.4	7.8	20.0	0.0
Russell	40.4	14.0	14.4	32.7	0.0
Saline	12.5	15.6	12.9	31.7	46.3
Scott	5.3	3.0	3.0	23.2	16.0
Sedgwick	20.4	18.5	15.1	36.0	40.3
Seward	24.4	21.5	20.6	38.0	42.3
Shawnee	19.0	13.9	12.1	32.3	42.5
Sheridan	0.0	1.7	3.8	24.4	-
Sherman	19.0	17.2	16.4	30.7	100.0
Smith	14.9	17.1	13.2	38.7	33.3
Stafford	10.9	14.9	13.6	46.8	45.0
Stanton	29.8	32.7	24.4	70.8	-
Stevens	47.3	30.8	34.3	85.1	89.8
Sumner	12.0	14.2	15.2	36.8	22.5
Thomas	8.2	5.4	9.6	52.1	100.0
Trego	27.9	9.8	22.8	9.4	0.0
Wabaunsee	3.6	6.0	4.5	22.4	70.0
Wallace	19.4	14.9	13.8	63.6	100.0
Washington	12.2	15.7	16.8	35.9	25.0
Wichita	0.0	2.8	0.0	0.0	-
Wilson	20.3	17.3	15.3	29.4	23.4
Woodson	27.4	24.6	20.9	38.1	2.8
Wyandotte	31.7	27.7	23.8	43.9	53.8

Source: U.S. Census Bureau, 2015-2019 American Community Survey.

Single dash (-) indicates either no sample observations or too few sample observations available to compute an estimate.

Data based on a sample and subject to sampling variability; see source for degree of uncertainty.