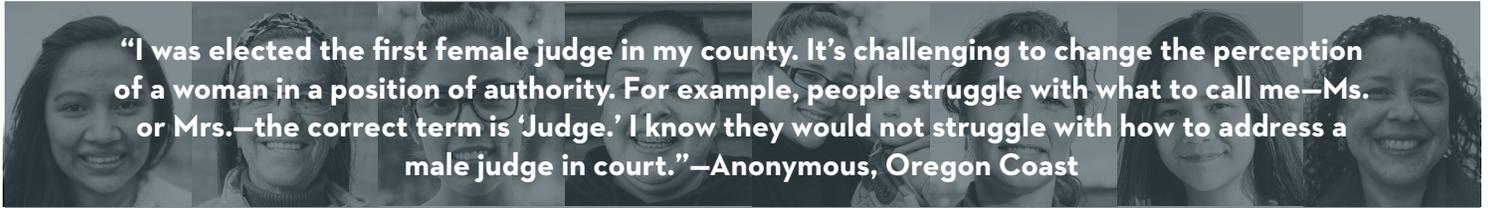


PUBLIC/PRIVATE GLASS CEILING



Women make up only 33% of the Oregon Legislature. In 2016, only one of Oregon's 39 publicly-traded companies was led by a woman CEO.¹



"I was elected the first female judge in my county. It's challenging to change the perception of a woman in a position of authority. For example, people struggle with what to call me—Ms. or Mrs.—the correct term is 'Judge.' I know they would not struggle with how to address a male judge in court."—Anonymous, Oregon Coast

WHY IT MATTERS IN OREGON

The public/private glass ceiling is a(n) . . .

ECONOMIC
WORKFORCE
RACIAL EQUITY
EDUCATION
HOUSING

. . . issue.

Oregon's low rates of women in leadership are linked to the other "Eight That Can't Wait," particularly cost of caregiving, wage/wealth gap, systemic racism, gaps in reproductive health access, and economic fragility

> Improving representation of women in leadership will require tackling all of these

Rates of representation for people of color, and women of color in particular, do not exceed even 5% of statewide elected leadership²

Oregon's citizen legislature means that to both serve in office and support their families, elected officials must have another full-time job, be retired and not on a fixed income, or be independently wealthy

> This closes the door to leadership on people who are disproportionately likely to be women and people of color

In 2016, four Oregon counties had no women in county-wide leadership positions

PROMISING POLICIES from experts, advocates, and other states

- Ⓜ Continue to professionalize the state legislature by providing elected officials with a living wage, adequate staff, and sufficient support.
- Ⓜ Establish and/or support existing women's caucuses, commissions, and alliances at the state and local level to advocate on behalf of the diverse interests of women and girls and to support women in elected office.
- Ⓜ Improve and expand the infrastructure of the state's Minority & Women Business Enterprises certification efforts.
- Ⓜ Shift local-level election structures from city- or county-wide elections to zoned districts that better represent specific communities and lower the cost of running for office.
- Ⓜ Establish gender and racial diversity goals for all state boards and commissions.
- Ⓜ Require that state contractors report on the gender and racial/ethnic makeup of their boards, senior leadership teams, staff, and subcontractors.

What's happening elsewhere?



Women's Caucus



Caucus of Women Legislators



City Council districts



WOMEN'S FOUNDATION of OREGON

CountHerIn.org

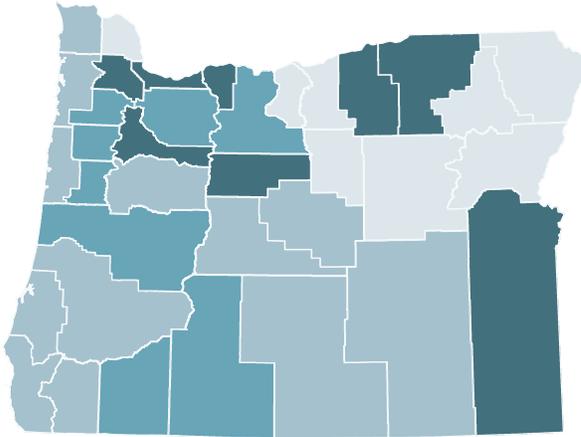
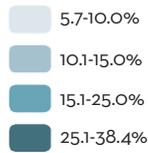
GOOD POLICYMAKING FOR WOMEN AND GIRLS REQUIRES...

> UNDERSTANDING SYSTEMIC RACISM

The “Eight That Can’t Wait” Issue That Intersects with All Others

For an Oregon where all women and girls thrive, all women and girls need to have equitable access to the opportunities it takes to thrive. But right now, many of Oregon’s women and girls of color do not.

Percentage of women who are women of color, by county



Source: Decennial Census 2010

Addressing these inequities requires looking at our state’s history of systemic racism—in particular, the policies and practices that benefited white people and harmed people of color. Throughout the years, laws and practices fostered discrimination in housing, healthcare, education, employment, and pay.

The 2015 Oregon Racial Equity Legislative Report reminds us that the cumulative effect of these policies and practices is the root cause of the economic, social, political, and health disparities identified in Count Her In.

Therefore, public policy must play a major role in correcting these disparities. And as the Women’s Foundation of Oregon develops its own capacity to advocate on behalf of all Oregon’s women and girls, we will continue to lift up the voices of those that have led the way for racial justice in our state.³

> EMBRACING INTERSECTIONALITY

Good policymaking incorporates an understanding of the multiple, overlapping factors that play a large role in the life of every Oregonian.

Gender and race are important components of identity, but there are many others. Age, location, disability status, income, religious affiliation, sexuality, gender identity, citizenship status, and primary language are just a few of the many elements that come together to shape our experiences and needs.



> WE’RE HERE TO HELP



WOMEN’S
FOUNDATION
of OREGON

The Women’s Foundation of Oregon is a member-supported, statewide foundation dedicated to improving the lives of women and girls in Oregon. w-for.org

Count Her In is the first report on the status of Oregon’s women and girls in 20 years. CountHerIn.org

COUNT
HER IN

Sources

1. [Count Her In](#), pages 76-77
2. [Count Her In](#), page 76
3. [Facing Race: The 2015 Oregon Racial Equity Legislative Report](#), 2015; [Coalition of Communities of Color in Multnomah County: An Unsettling Profile](#), 2010; [State of Black Oregon](#), 2015