
San Antonio Day of the Girl



Impact Report

October 11, 2019

San Antonio Day of the Girl 2019 Impact Report

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“Empowering Girls para un brighter futuro...”
Excel. Empower. Lider.

In 2011, as the result of youth advocacy around the world, the United Nations declared October 11 as the International Day of the Girl with the mission “to help galvanize worldwide enthusiasm for goals to better girls’ lives, providing an opportunity for them to show leadership and reach their full potential.”

It’s a day to come together under the same goal to highlight, discuss, and take action to advance rights and opportunities for girls everywhere.

Girl Scouts of Southwest Texas, Girls Inc. of San Antonio, PEARLS Therapeutic Foster Care Court, Girls on the Run, Ransomed Life, Young Women's Leadership Academy, and Significant U have collaboratively joined the movement in order to create awareness and develop a culture of philanthropy around girls in San Antonio and surrounding communities.

Currently, our community at large is being reactive; our elected officials and organizations work to provide women with more opportunities in leadership roles, STEM education and place emphasis on preventing domestic violence. However, more needs to be done proactively starting with our children and adolescents. Our collaborative is proud to highlight the proactive approaches each organization instills within our missions to provide our future leaders, our girls, with the tools they need to recognize and enhance their inherent strengths to become confident future leaders.









Significant U

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Partner Organizations

	<p><i>Girl Scouts builds girls of courage, confidence and character, who make the world a better place.</i> www.girlscouts-swtx.org</p>
	<p><i>To inspire all girls to be strong, smart, and bold.</i> www.girlsincsa.org</p>
	<p><i>We inspire girls to be joyful, healthy, and confident using a fun, experience-based curriculum which creatively integrates running.</i> www.gotrsanantonio.org</p>
	<p><i>Our mission is to support single gender, college preparatory, public education in San Antonio to give young women in urban schools the academic skills to achieve success in college and life by thinking critically, leading purposefully, and living active, healthy and responsible lives.</i></p>
	<p><i>Our mission is to enable young girls to find their voices and passions and to achieve extraordinary outcomes by providing them with a powerful single gender experience.</i></p>
	<p><i>To equip and empower exploited youth to experience freedom & purpose.</i> www.ransomedlifetexas.org</p>
	<p><i>Enhancing the lives of girls aging out of foster care in Bexar County.</i> www.pearlsfoundationsa.com</p>
	<p><i>Significant U is committed to serving as a catalyst for the next generation by being a voice that inspires conversations to empower action, sisterhood, and significance.</i> www.significantu.org</p>

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The Status of Women in San Antonio Report

The United Nations has defined gender equality as goal 5 among its 17 sustainable development objectives. In order to create a more sustainable future, it is essential that girls and women have the opportunity to achieve their full potential as active participants in their lives, those of their families, and their communities. Societies lose when young girls and women are shackled to traditional lives that keep them from developing their full social, economic, and political potential.

The City of San Antonio commissioned this report to examine the status of women in San Antonio today. The City of San Antonio used a variety of data sources to analyze the standing of women in San Antonio on the following 13 dimensions:

- Dimension 1: Demographics
- Dimension 2: Health & Well Being
- Dimension 3: Education
- Dimension 4: Work
- Dimension 5: Economics
- Dimension 6: Housing
- Dimension 7: Transportation
- Dimension 8: Digital Access
- Dimension 9: Business Entrepreneurship
- Dimension 10: Civic Engagement
- Dimension 11: Elected Political Representation
- Dimension 12: Crime and Violence
- Dimension 13: Deaths of Despair

For each of these 13 dimensions, the City of San Antonio examined how women in San Antonio compare to women in Austin, Dallas, and Houston. They also compared White, Latina, Black, and Asian women in San Antonio along the different dimensions that were analyzed. In doing so, the report is meant to offer city officials a reconnaissance of major issues that limit the full potential of women to lead rich and successful lives in our community.








The report findings tell us that now more than ever, we need to invest in girls.

Day of the Girl San Antonio 2019 Impact Report specifically examines how aspects of each dimension of The Status of Women in San Antonio Report are affecting girls, ages 18 and under, in our community. We will discuss how each partner organization is proactively working to provide girls, the future leaders of our community, with the skillset, confidence and support to improve statistics associated with living as a female in San Antonio today.

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Partner Organization Impact Overview

In what dimensions are our partner organizations making an impact on the statistics associated with the 2019 San Antonio Status of Women in San Antonio Report?

	Demographics	Health & Well Being	Education	Work	Economics	Housing	Transportation	Digital Access	Business Entrepreneurship	Civic Engagement	Elected Political Representation	Crime and Violence	Deaths of Despair
	X	X	X	X	X			X	X	X	X	X	
	X	X	X	X	X	X	X	X	X	X	X	X	X
	X	X	X						X				
	X	X	X	X	X			X	X	X	X	X	X
	X	X	X							X			
	X	X	X		X		X			X		X	X
	X	X	X	X	X	X	X		X	X	X	X	X
Significant U	X	X	X	X	X		X	X	X	X			

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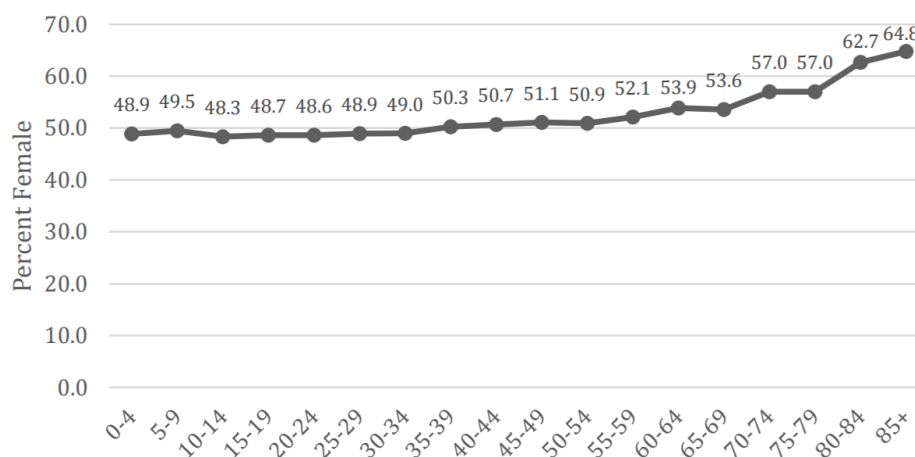
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Dimension 1: Demographics

With an estimated population of more than 1.5 million in 2017, San Antonio is the second largest city in Texas and the seventh most populous in the United States. San Antonio is a vibrant and growing city. Indeed, among the seven largest cities in the nation, San Antonio had the fourth largest absolute population change (185,020) between 2010 and 2017 and the largest percentage change (13.9%) during this period. Among the seven largest U.S. cities, San Antonio is the only in which the Latino population accounts for more than 50 percent of the overall population with 64 percent of the city's population being Latino in 2017.

Women in San Antonio differ from men in certain demographic aspects and are similar in others. One thing that is clear, however, is that **females outnumber males in the city with a 51 percent to 49 percent advantage** in the 2013-2017 period.








Figure 2. Percentage of Females by Age Group in San Antonio, 2013-2017



Source: 2017 American Community Survey 5-Year Estimates (U.S. Census Bureau 2019a).

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Dimension 1: Demographics Partner Organization Impact

 <p>girl scouts of southwest texas</p>	<p>In 2018, Girl Scouts of Southwest Texas served 14,834 girls across 21 counties. Eighty-five percent of girls in grades K-12 served reside in Bexar County.</p>
 <p>girls inc. of San Antonio</p>	<p>In 2018, Girls Inc. of San Antonio served 4,934 girls through direct, comprehensive programming and single session/awareness events.</p>
 <p>Girls on the run bexar county</p>	<p>In 2018, Girls on the Run Bexar County served 691 girls.</p>
 <p>YOUNG WOMEN'S LEADERSHIP ACADEMY Est. 2009 SAN ANTONIO, TEXAS</p>	<p>Young Women's Leadership Academy currently serves 457 girls from across Bexar County. All 457 girls served receive a rigorous AP or Pre-AP college preparatory education with 100% of seniors graduating and entering college in 2018.</p>
 <p>YOUNG WOMEN'S LEADERSHIP ACADEMY PRIMARY</p>	<p>Young Women's Leadership Primary currently serves 160 from across Bexar County.</p>
 <p>RANSOMED LIFE A HEALING COMMUNITY FOR SEXUALLY EXPLOITED GIRLS</p>	<p>In 2018, Ransomed Life served 72 female youth that are survivors of child sex trafficking or are considered high-risk, due to previous sexual abuse.</p>
 <p>PEARLS Therapeutic Foster Care Court</p>	<p>In 2018, PEARLS Court served 41 female youth aging out of foster care.</p>
 <p>Significant U</p>	<p>In 2018, Significant U provided 463 girls with formal wear for prom or other special events; 247 girls attended the annual Significant U Empowerment Conference.</p>

The population of San Antonio is 51% female and our partner organizations have collectively impacted over **20,000 girls** since 2018 alone. Collaboratively we invest our resources solely in girls in San Antonio, catering to the growing majority of our future population; our future leaders.

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Dimension 2: Health & Well Being

The 2019 Status of Women in San Antonio Report examined a series of indicators reflecting the health and well-being of women in San Antonio focusing on their own health as well as for mothers and their maternal health and that of their babies.

Infant mortality rate and maternal mortality rate in Bexar County are higher than in Travis, Dallas, and Harris Counties.

Bexar County women are expected to live longer than men, and longer than women in Dallas and Harris Counties. About one-fifth of women did not have insurance in the 2013- 2017 period. Latina women (25.1%) are much more likely to lack insurance coverage. Foreign-born Latina women are especially likely to lack insurance coverage with nearly 42 percent doing without this essential need.

Overall, across age groups, **women in Bexar County have a higher prevalence of disability** than women in the other three cities. **Women also have higher rates of death from liver disease and cirrhosis** compared to women in the other three cities.

Figure 4. Percentage of Women with a Disability by Age Group in Selected Texas Metropolitan Areas, 2013-2017

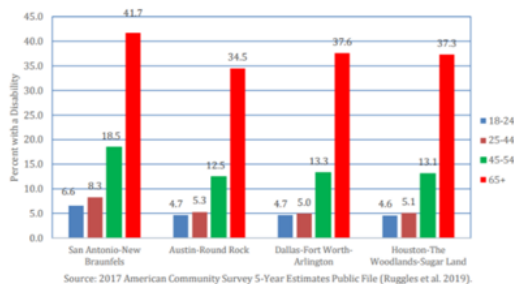


Figure 5. Percentage of Women in the San Antonio-New Braunfels Metropolitan Area with a Disability by Age Group and Race/Ethnic Group, 2013-2017

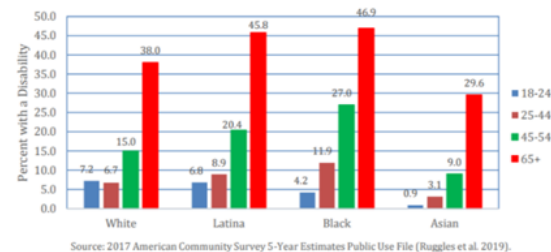


Figure 6. Percentage of Women 18 to 64 Years of Age without Insurance in the San Antonio-New Braunfels Metropolitan Area by Race/Ethnic Group, 2013-2017

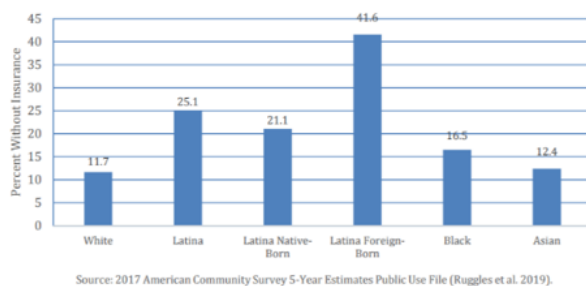
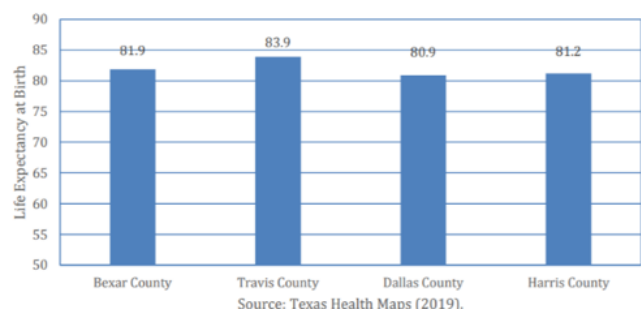


Figure 7. Life Expectancy at Birth among Females in Texas Selected Counties, 2017



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Dimension 2: Health & Well Being Partner Organization Impact



When it comes to benefiting girls, Girl Scouts offers a variety of fun and challenging activities. Girl Scouts are more likely than non-Girl Scouts to participate in healthy activities such as exercise and eating right (82% vs. 69%) and Girl Scouts are more likely to participate in outdoor activities such as hiking or camping than non-Girl Scouts (76% vs. 43%).

Girl Scouts recognizes that physical health, emotional health and self-esteem are connected. The [2017 State of Girls](#) report from the Girl Scout Research Institute revealed that 34% of Texas girls ages 10-17 are overweight or obese compared to 28% of girls in the United States, and according to the [Beauty Redefined: Girls and Body Image](#) survey, 31% of girls admit to starving themselves as a strategy to lose weight.

Through the Girl Scout program, we encourage girls to make healthy decisions and explore their interests through 34 badges and awards focused on health and relationships. As a result, 88% of girls in San Antonio develop a strong sense of self, 95% of girls develop positive values, and 89% of girls build healthy relationships.

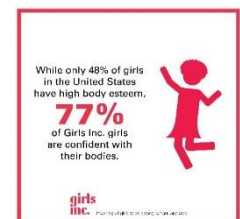


Girls Inc. of San Antonio offers programs designed to empower girls at every stage of development, and provides a supportive, engaging environment for them to thrive. Our comprehensive approach to whole girl development enables girls to learn, build friendships, develop resiliency, heal, and strengthen their capabilities as critical thinkers. By focusing on hands-on, research-based programs, Girls Inc. provides girls in Bexar County with the opportunity to gain skills and knowledge to set goals, overcome obstacles, and improve their academic performance. Programming is specifically designed to compensate for the overt and covert gender discrimination girls and women encounter on a regular basis.

The Girls Inc. Experience emphasizes three elements for success: People - trained staff who build lasting, mentoring relationships; Environment - girls-only, physically and emotionally safe, with a sisterhood of support and mutual respect; and Programming - research-based, hands-on and minds-on, age-appropriate curricula that meets the needs of today's girls.

Relationships are essential in the work we do and building up our girls:

- 73% of girls reported they would talk to an adult from Girls Inc. if they felt sad, stressed, or depressed.
- 83% of girls reported they would encourage a friend to talk to an adult from Girls Inc. if they were sad, stressed, or depressed.
- 97% of Girls Inc. girls report they agree there are adults at Girls Inc. they can depend on to help.
- 96% of Girls Inc. girls report they agree the adults at Girls Inc. actively listen to what they have to say.



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	<p>Running is used to inspire and motivate girls, encourage lifelong health and fitness, and build confidence through accomplishment. Important social, psychological, and physical skills and abilities are developed and reinforced throughout the program.</p> <p>At each season's conclusion, the girls and their adult running buddies complete a 5K event which gives them a tangible sense of achievement as well as a framework for setting and achieving life goals.</p> <p>More than 85% of the girls complete the 5k each season, demonstrating that the intentional curriculum is effective in developing skills for successfully achieving the capstone physical activity goal.</p> <p>Life Skills Transfer studies show that girls who were the least active before participating in Girls on the Run increased their physical activity level by 40% from pre-season to post-season and maintained this increased level beyond the program's end.</p> <p>In addition, girls who were more sedentary at the start of Girls on the Run reduced time spent watching TV and playing video and computer games by 20% from pre- to post-season. These results mean that girls who need a program like Girls on the Run the most saw the greatest benefits.</p>
	<p>The Young Women's Leadership Academy promotes healthy decision making and healthy lifestyle choices with initiatives sponsored by Girls on the Run, Mayor's Fitness Council Ambassador, and Girls Giving Group which promotes nutritious eating habits.</p>
	<p>YWLA primary provides elementary girls with leadership skills & health and wellness education through nutrition, gymnastics, and yoga lessons.</p>
	<p>Ransomed Life has trained professional counselors that offer specified mental health services to the young females we serve and their families. We also offer a specialized training called Love Notes. This training teaches the girls all about what healthy relationships look like. It educated on sexual health and safety, which leads to decreased teen pregnancy rates.</p>
	<p>Along with trauma-informed professional counselors that offer individual and group counseling, PEARLS Court has trained trauma-informed mentors to help navigate the health care system after aging out. Females aging out of foster care are two times as likely to get pregnant by age 19 as their peers. PEARLS Court has a 96% success rate in postponing motherhood.</p>
	<p>Significant U provides health trainings through the annual empowerment conference and monthly gatherings; health and wellbeing conversations are</p>

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provided through our partnerships with the American Heart Association, Dream SA, and local counseling centers.

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Dimension 3: Education

San Antonio, as is the case in cities throughout the nation, has been marked by great disparities in educational opportunities and uneven funding of schools associated with race and class.

Females (5.0%) 16 to 24 years of age in the San Antonio-New Braunfels MA are somewhat less likely to be high school dropouts than males (8.1%). The 5.0% status dropout rate of San Antonio-New Braunfels MA's young women is comparable to that of the Austin-Round Rock MA (4.6%) and somewhat lower than those of the Houston-The Woodlands-Sugar Land MA (6.3%) and the Dallas-Fort Worth-Arlington MA (5.8%).

Within the San Antonio-New Braunfels MA, however, **Latina young women 16 to 24 years of age (6.5%) have higher status dropout rates** compared to their peers from other racial and ethnic groups.

There are also major disparities in the possession of at least a bachelor's degree among women 25 and older across racial and ethnic groups in San Antonio. **Nearly half of Asian women (47.0%) and 43 percent of White women have a bachelor's degree or higher with Black women trailing significantly behind at 26.5 percent. Only 16.4 percent of Latina women hold a bachelor's degree or higher.**

Three- and four-year-old girls (44.2%) are slightly more likely than boys (41.8%) to be enrolled in a pre-K program in the San Antonio-New Braunfels MA. Austin-Round Rock MA three- and four-year-old girls (48.1%) are somewhat more likely than girls in the other three MAs to be enrolled in a pre-K program. **Within the San Antonio-New Braunfels MA, Black and especially Latina young girls are less likely than White and particularly Asian girls to receive pre-K education.**

Figure 8. Percentage of Three- and Four-Year-Old Girls Enrolled in a Pre-K Program in the San Antonio-New Braunfels Metropolitan Area by Race/Ethnic Group, 2013-2017

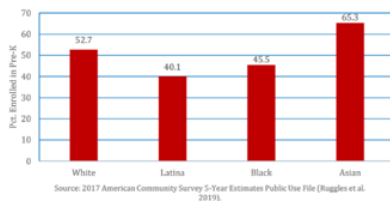


Figure 9. Status Dropout Rate of Women 16 to 24 Years of Age in the San Antonio-New Braunfels Metropolitan Area by Race/Ethnic Group, 2013-2017

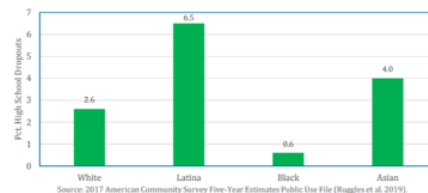


Figure 10. Percentage of Persons 25 Years and Older with a Bachelor's Degree or Higher in San Antonio by Gender, 2005-2017

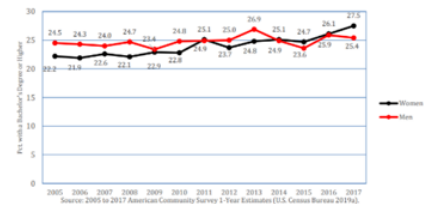


Figure 11. Percentage of Women 25 Years and Older with a Bachelor's Degree in Selected Texas Cities, 2013-2017

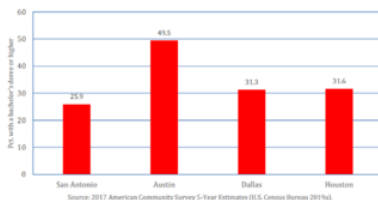


Figure 12. Percentage of Women 25 Years and Older with a Bachelor's Degree or Higher in San Antonio by Race/Ethnic Group, 2013-2017

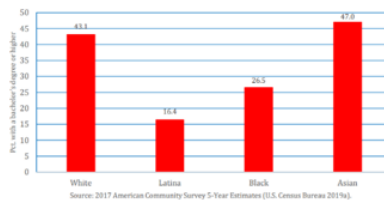
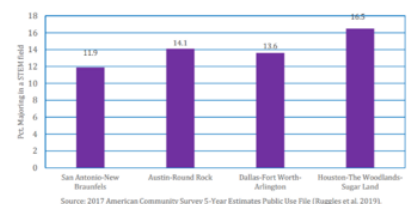





Figure 13. Percentage of Women College Graduates 25 Years and Older Majoring in a STEM Field in Selected Texas Metropolitan Areas, 2013-2017



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Dimension 3: Education Partner Organization Impact

	<p>Girl Scouting takes education beyond the classroom by partnering with area school districts to provide quality out-of-school time programming that helps girls succeed in and out of school.</p> <p>Our Girl Genius after-school tutoring program at the West Side Girl Scout Leadership Center served 95 girls in grades K-5 from Edgewood and San Antonio independent school districts. In 2018, 65% of girls showed a decrease in truancy and 75% of girls improved in core subjects by two or more letter grades. These academic outcomes prepare Girl Genius participants to score higher than their peers on the 3rd grade reading and 5th grade math STAAR exams.</p> <p>Gamma Sigma Pearls™ and Gamma Sigma Girls® is a school-based program serving 2,000 girls in grades 6-12 in seven school systems in San Antonio and Uvalde. In 2018, 64% of girls increased school attendance from 2017, only 5% of girls required disciplinary action compared to 14% of students district-wide, 81% of girls read at an expected or accelerated level, 98% of girls passed Algebra II compared to 70% of their peers, and 99% of girls in grades 9-12 either graduated from high school or were promoted to the next grade level compared to 93% of all students in Bexar County.</p> <p>The Girl Scout Research Institute's Girl Scouting Works: The Alumnae Impact Study revealed that of Girl Scout alumnae with three-plus years of experience in Girl Scouts, 48% have attained college degrees, compared to 28% of non-alumnae.</p>
	<p>An incredible 97% of girls learn critical life skills including managing emotions, resolving conflict, helping others or making intentional decisions at Girls on the Run that they are using at home, at school, and with their friends.</p> <p>In a Life Skills Transfer study, 95% of girls showed improvements in the areas of confidence, competence, caring, character, and connections. Confident girls who feel competent are more likely to actively participate in school.</p>
	<p>100% of YWLA students have been admitted to college since its first graduating class in 2013 and 100% have met the required college readiness standards.</p>
	<p>All of the 160 girls enrolled at YWLA: Primary experience STEAM based education in a single gender setting with high expectations for all.</p>
	<p>While Ransomed Life does not offer academic services to the girls, it is our goal to see that every young lady in our program is plugged in to a program that is helping her with credit recovery, high school education, GED completion, or college readiness.</p>

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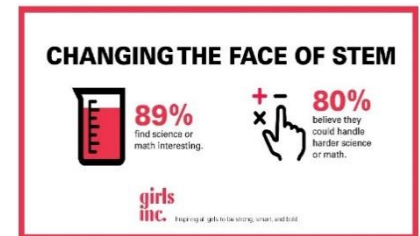


Education is a key element to all programming offered at Girls Inc. of San Antonio – from school break camps that keep girls academically and physically engaged to full immersion in our comprehensive STEM Pipeline. Keeping girls excited about learning is essential to keeping them in school!

- 87% of girls in Girls Inc. programs say Girls Inc. has helped them think about and plan for their future.
- 89% of Girls Inc. girls like to learn new things
- 93% of Girls Inc. program participants plan on going to college

Girls Inc.'s Operation SMART (science, math, and relevant technologies) is a comprehensive STEM Pipeline that engages girls in elementary through after-school programming, provides hands-on STEM club to middle school girls, and supports high school girls "Eureka!" and our STEMbassadors to support girls interests in the sciences through high school graduation.

- 91% of Girls Inc. girls report they get excited about science
- 91% of Girls Inc. Girls report they like to see how things are made
- 89% of Girls Inc. girls report they are curious to learn more about science, computers, or technology
- 80% of girls in Girls Inc. STEM programs say they would like to have a STEM job in the future
- 83% of girls in Girls Inc. STEM programs think of themselves as a STEM person



PEARLS Court maintains high academic expectations for our young ladies. Through case management, academic needs are identified and individualized services, such as tutoring or credit recovery, are organized. Mentors assist girls in identifying higher education goals and the steps necessary to achieving them. PEARLS Court has an 83% high school graduation rate as compared to the 50% national rate of youth aging out of foster care.



Significant U is highly focused on education; it is at the center of our annual empowerment conference where we also provide scholarships and use our platform to bring awareness to education resources. Significant U prioritizes hosting the annual empowerment conference on a college campus to allow students to become aware of the educational opportunity within their city and neighborhood. Through our partnerships with Café College we guide them to a space with an abundance of educational college counseling, and through our partnerships with the Alamo College we help transition the students into two year or four year programs. Education is one of Significant U pillars of commitment.

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Dimension 4: Work

Despite the recent increase of educational attainment among women in San Antonio, the share of females in the San Antonio workforce has remained virtually unchanged over the last dozen years.

The **percentage of women 16 to 64 years of age in San Antonio who were employed increased slightly from 61 percent in the 2008-2012 period to 63 percent in the 2013-2017 period.**

Women are more likely to be employed in three occupations (management, business, science, and arts; service; and sales and office) while men are more likely to be employed in two occupations (natural resources, construction, and maintenance; and production, transportation, and material moving). The greatest gender gaps in female-dominant occupations occur in the sales and office occupation where one-third of women work compared to less than one-fifth of men. **Very few women are employed in the two male-dominant occupations.**

Figure 14. Percentage of Workers Who Are Women in San Antonio, 2005-2017

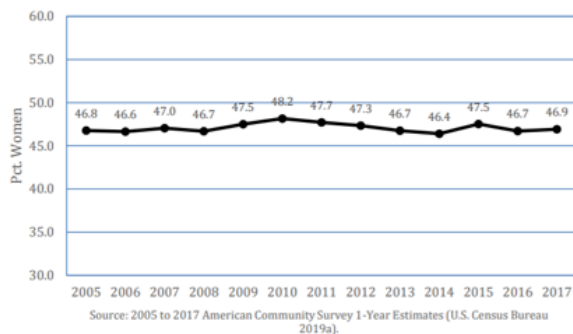


Figure 15. Percentage of Women 16 to 64 Years of Age Who Are Employed in San Antonio by Race/Ethnic Group, 2013-2017

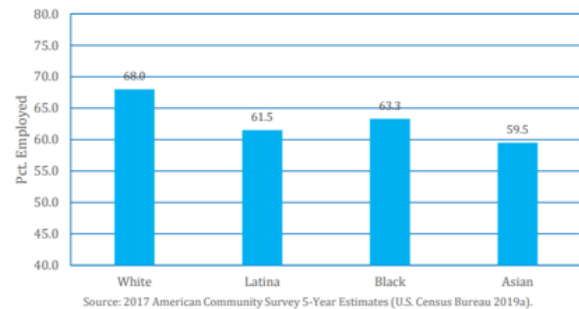


Figure 16. Occupational Distribution of Workers in San Antonio by Gender, 2013-2017

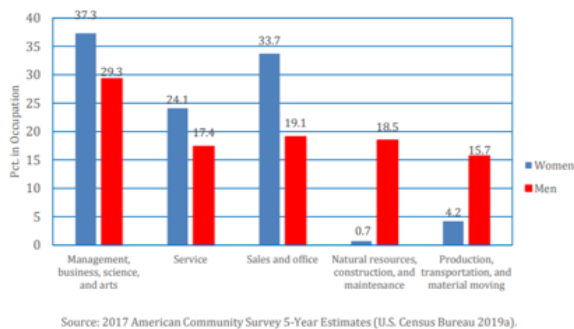
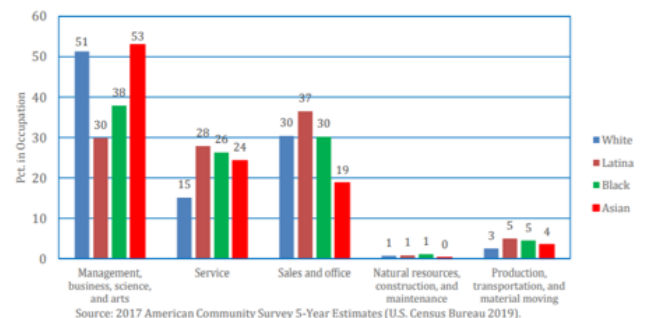


Figure 17. Occupational Distribution of Women Workers in San Antonio by Race/Ethnic Group, 2013-2017



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Dimension 4: Work Partner Organization Impact



Interest in STEM begins in early childhood (between the ages of five and ten). Girl Scouting helps bridge the gender gap by ensuring that girls of every age have opportunities to participate in progressive, multiyear STEM experiences through our 115 STEM badges and awards. “In Girl Scouts, our daughters become leaders. They get exposed and encouraged to explore technology and gain skills for careers that haven’t been created yet,” said Kathryn Hoelscher, a mom in Girl Scout Troop 317.

Women and girls, however, are underrepresented across all levels of the STEM pipeline. From their initial interest in STEM as a child to majoring in a STEM subject in college to pursuing a STEM career as an adult, this gender disparity needs to change at every stage of girls’ and women’s STEM engagement. Studies show that:

- Girls and boys do not differ in their math and science abilities but do differ in their interest and confidence in STEM subjects.
- As early as second grade, youth agree that “math is for boys, not girls.”
- Women are less likely than men to earn a bachelor’s degree in engineering, computer science and physics.
- Although women make up more than half of the U.S. workforce, they comprise less than a quarter of STEM jobs, with the greatest disparities occurring in engineering and computer science.

The Girl Scout Research Institute’s study, *Generation STEM: What Girls Say About Science, Technology, Engineering and Math*, revealed that 75% of teen girls ages 14-17 are interested in the field of STEM and STEM subjects. Girls interested in STEM are high achievers who have supportive adult networks and are exposed to STEM fields; however, only 13% of girls interested in a STEM career say it is their first choice, given competing opportunities and interests. About half of all girls surveyed feel that STEM isn’t a typical career path for girls, and 57% of girls say that if they went into a STEM career, they’d have to work harder than a man just to be taken seriously. There is also a disparity with girls of color vs. Caucasian girls. Hispanic and African American girls have high interest in STEM, high confidence and work ethic, but have fewer supports, less exposure and lower academic achievement than Caucasian girls.

Another driving force in the workplace is our Gold Award Girl Scouts, who represent Girl Scouting’s most successful, engaged, and happiest Girl Scout alums. These alums display more positive life outcomes compared with women who didn’t participate in Girl Scouts in regard to sense of self, life satisfaction, leadership, life success, community service, and civic engagement. Fifteen percent of Girl Scout alums in business report being Gold Award Girl Scouts. Twenty-six percent of 30- to 44-year-old Girl Scout alums in business are Gold Award Girl Scouts, and 34% of Hispanic alums in business are Gold Award Girl Scouts.

Saenz, R., & Casra, L. (2019). *The Status of Women in San Antonio*.

San Antonio Day of the Girl 2019

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Opportunities to meet strong women leaders in diverse fields and explore career options are the greatest tools for learning. In 2019, through community partnerships, Girls Inc. of San Antonio placed 7 junior and senior girls active in our STEM-based Eureka! Program in paid internship positions throughout the city.

In an effort to fight the gender gap in STEM and professional fields, Girls Inc. will introduce and expand our Workforce Success and College Readiness Program in 2019-2020 to expand opportunities to girls, prepare them for the workforce, and help them develop a plan for education.



By preparing our students to meet college readiness standards, they will have the skills to persist in college to earn a degree that will make them more marketable in the work force. Additionally, 47% of graduates are pursuing majors in STEM fields that have been historically underrepresented by women.



PEARLS hosts Days of Opportunity, such as foster care tailored college tours and career days, for young ladies to explore their higher education and career goals. The PEARLS Court Career Festival invites women in diverse fields to present their career journey as inspirational examples to follow. PEARLS Mentors assist young ladies with resume building, interview coaching, and job hunting as well.



Significant U provides a "Leadership Session" at the annual empowerment conference that highlights the importance of career readiness and leadership development. Significant U also provides various monthly opportunities for resume and interview training, internships networking, internal internships, internal leadership training, and job opportunities through corporate partners.

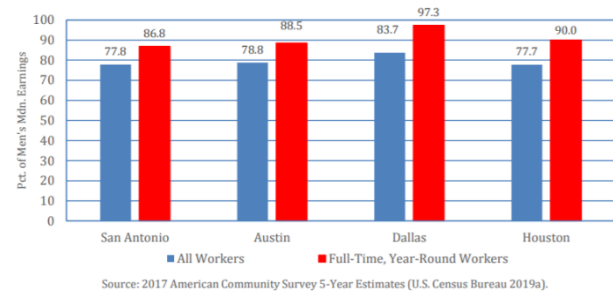
San Antonio Day of the Girl 2019 Impact Report

Dimension 5: Economics

In assessing gender inequality, the longest and most consistent approach is the comparison of the earnings and income of women relative to men. Some of the most enduring gender gaps have been associated with earnings gaps.

According to data for the 2013-2017 period, the median earnings of women in San Antonio stood at 77.8 percent of those of men while it was at 86.8 percent among full-time, year-round workers. **The earnings gap in San Antonio is somewhat wider than those found in the other three major cities in the state.**

Figure 19. Women's Median Earnings as a Percentage of Men's Median Earnings in Selected Texas Cities by Type of Worker, 2013-2017



In San Antonio, as expected, we observe that median earnings rise with level of educational attainment for both women and men (Table 3). Median earnings are the lowest among workers that are not high school graduates and are the highest among those with a graduate or professional degree. However, **at each educational level, the median earnings of men are higher than those of women.** The gender gap in earnings is the widest among wage earners who do not have a high school diploma where **women in San Antonio make only 64 cents for every \$1 of men** who did not complete high school. The gap is most narrow among persons with a bachelor's degree with women earning about 81 cents for each \$1 of men with a bachelor's degree.

Table 3. Median Earnings of Women and Men Workers 25 Years and Older in Selected Texas Cities by Educational Attainment, 2013-2017

Educational Attainment	San Antonio		Austin		Dallas		Houston	
	Women	Men	Women	Men	Women	Men	Women	Men
Not a high school graduate	\$14,968	\$23,489	\$16,139	\$24,685	\$15,921	\$25,294	\$14,607	\$24,395
High school graduate	\$21,918	\$29,866	\$24,964	\$29,039	\$21,631	\$29,072	\$20,769	\$28,038
Some college or associate's degree	\$28,031	\$36,669	\$31,354	\$38,661	\$30,504	\$36,109	\$27,747	\$37,190
Bachelor's degree	\$44,532	\$55,263	\$45,054	\$60,687	\$50,933	\$64,258	\$50,404	\$69,058
Graduate or professional degree	\$55,044	\$76,061	\$55,422	\$88,239	\$61,187	\$94,719	\$62,321	\$96,547

Source: 2017 American Community Survey 5-Year Estimates (U.S. Census Bureau 2019a).

Latina full-time, year-round workers earn only 66 cents for every \$1 of white women while Black women make 75 cents for every \$1 of white women. Furthermore, Latina women earn 50 cents and Black women 54 cents for each \$1 that White men make. These are major racial and ethnic disparities in the city.

Saenz, R., & Casra, L. (2019). The Status of Women in San Antonio.

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We do find a motherhood penalty in San Antonio among women 35 to 44 years of age whose highest educational level is a high school diploma. In this case, **women with children earned 89 cents for every \$1 of those without children.** This represented the only noticeable earnings motherhood penalty among women workers with a high school diploma or a bachelor’s across the four metropolitan areas. In 2017 the poverty threshold of a family with a single mother and two children was \$19,749. For such families, if the family income is below \$19,749, the family is determined to be in poverty.

Women have historically had higher rates of poverty compared to men. This continues to be the case. In San Antonio, females are more likely to be in poverty than males across most age groups in the 2013-2017 period (Figure 24). Poverty is associated with age. **The prevalence of poverty in San Antonio tends to be high among children and young adults (18 to 24 years of age)** (Figure 24). Note that the latter includes college students who may not be working or who are employed part-time, thus having low income and a higher likelihood of being in poverty. **The highest poverty rates among females in San Antonio occur among young women 18 to 24 years of age with 28 percent being in poverty and among girls less than 18 years of age with 26 percent being impoverished.**

Figure 24. Percentage of Persons in Poverty in San Antonio by Age Group and Gender, 2013-2017

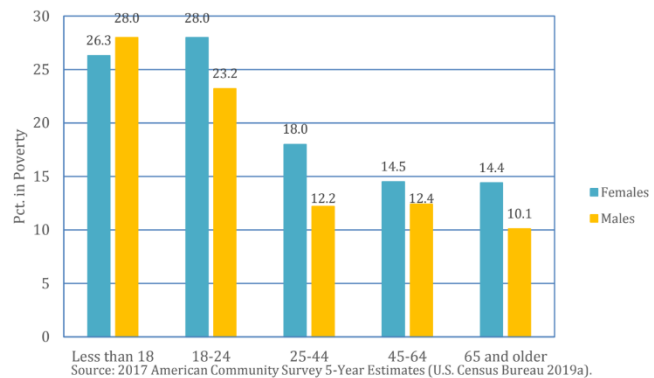


Table 4. Percentage of Families in Poverty in Selected Texas Cities by Family Type and Presence of Children, 2013-2017

Family Type and Presence of Children	San Antonio	Austin	Dallas	Houston
Family Type and Presence of Children:				
Female householder without husband family:				
With children	40.0	35.9	44.4	47.3
Without children	10.9	8.9	13.4	13.8
Male householder without wife family:				
With children	24.6	17.9	24.8	23.1
Without children	12.5	6.0	8.8	9.4
Married-couple family:				
With children	10.5	7.9	17.1	15.6
Without children	5.4	3.0	5.2	5.8

Source: 2017 American Community Survey Five-Year Estimates (U.S. Census Bureau 2019a).

Saenz, R., & Casra, L. (2019). The Status of Women in San Antonio.

San Antonio Day of the Girl 2019 Impact Report

Dimension 5: Economics Partner Organization Impact



Girl Scouts offers a robust curriculum on financial literacy, offering 26 badges and awards. According to the Girl Scout Research Institute's [Girl Scouting Works: The Alumnae Impact Study](#), women who were Girl Scouts for three or more years have a higher household income (\$53,200) than non-alumnae (42,200).

In San Antonio, Girl Scouts serves girls who at most at-risk. Fifty-eight percent of our nearly 15,000 girls live in homes with incomes less than \$50,000 and a quarter of girls live in homes with incomes less than \$35,000. The [2017 State of Girls](#) report from the Girl Scout Research Institute revealed that there are more girls ages 5-17 living in poverty than in 2007 (24% vs. 23%) and that more girls are raised in single-parent families than in 2007 (34% vs. 33%).

The Girl Scout Research Institute's study, [Having It All: Girls and Financial Literacy](#), revealed that girls see little difference between genders when it comes to financial capability, with only 13% saying that men are better with money than women. The vast majority of girls (94%) would rather make their own money than rely on their parents, and 80% would rather make their own money than marry someone who would support them financially. However, 47% of girls ages 14-17 agree that debt is a normal part of life. Girls say they learn about money and finances primarily from their moms (85%); dads (61%); teachers or guidance counselors (20%); financial classes in school (14%); and friends (12%).



Of the girls served in 2018, 31% came from homes with an annual income of more than \$50,000, 21% of girls came from homes ranging annually between \$30,000-\$50,000, and 48% of girls came from homes making less than \$30,000 annually – of those 15% of girls came from families making less than \$10,000 a year.

Approximately 75% of Girls Inc. girls qualify for the Free or Reduced Lunch Program



Young Women's Leadership Academy educates students with a whole child mindset to ensure that they are fully prepared academically, socially, emotionally, and mentally. They will be active and contributing members of our workforce.



Ransomed Life works closely with the families that are at or under the poverty level. We partner with organizations to meet those needs – we step in with assistance in clothing, food, or supplies when necessary.

Saenz, R., & Casra, L. (2019). The Status of Women in San Antonio.

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33% of youth that age out of care will experience homelessness. PEARLS Court offers life skill development and mentor relationships that teach job readiness skills and self- advocacy so that our young ladies not only work but are competitive and advance in their career fields overcoming the gender gap. PEARLS Court youth are connected early on to higher education resources to encourage use of free tuition and fees through the state.

Significant U

84% of the girls that attend the annual empowerment conference are motivated by the no cost shopping opportunity provided through Significant U's Fairy Godmother Project at the end of the conference day. A nationwide survey shows that the average Midwest household cost for prom is between \$1,000-\$1,250 per student. The formal gown resource alleviates this financial burden for families and in many cases our no cost boutique is the only way girls will be able to find a gown to attend their special event. (prom, military ball, homecoming, honors banquets, etc.) The annual empowerment conference is valued at \$85 a seat and it is all provided to girls at no-cost; this day is designed to educate, encourage, and empower them in their education, leadership, wellness, and self-worth.

San Antonio Day of the Girl 2019

Impact Report

Dimension 6: Housing

As San Antonio has grown over the last couple of decades, people with limited resources have found it more difficult to find affordable housing.

Within the San Antonio-New Braunfels MA, there are significant differences in homeownership among single women householders across racial and ethnic groups. For instance, 59 percent of White single women householders are homeowners, as are 48 percent of Asian women and 47 percent of Latina women (Figure 31). **Black single-women householders are the least likely to own their homes with only 36 percent doing so.** Homeownership represents the major element of wealth accumulation. The very low rates of homeownership among Black women is especially worrisome. Research has consistently shown that Black women—as well as Latina women and Native American women, for that matter—tend to be less likely to be married, to have low levels of earnings throughout their working ages, to have high levels of health problems, and have low rates of homeownership. These attributes together contribute to the accumulation of limited wealth as Black women and more generally women of color reach retirement age.

Figure 31. Percentage of Homeownership among Single-Women Householders in the San Antonio-New Braunfels Metropolitan Area by Race/Ethnic Group, 2013-2017

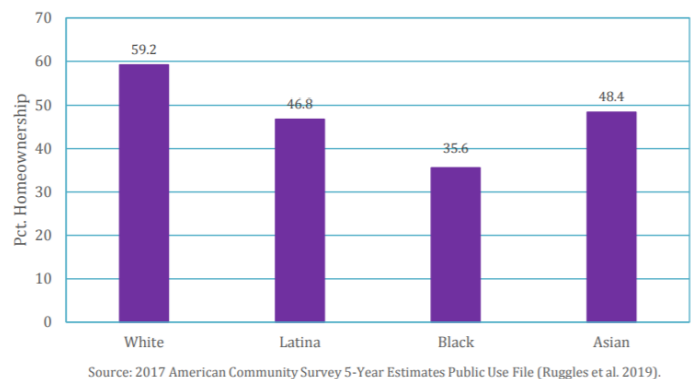
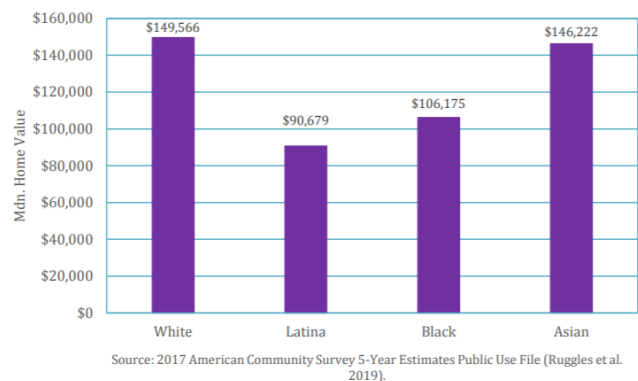


Figure 33. Median Values of Homes Owned by Single-Women Householders in the San Antonio-New Braunfels Metropolitan Area, 2013-2017



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San Antonio Day of the Girl 2019

Impact Report

Dimension 6: Housing Partner Organization Impact



Girls Inc. of San Antonio provides services to all girls in San Antonio but focuses efforts on those girls who need us most – girls in underrepresented and poverty-stricken communities. In 2018, Girls Inc. expanded a collaboration with Haven for Hope to provide after-school/evening programming at the shelter for girls in their care. This was expanded in 2019 to also include girls residing at Haven to attend Glenda Woods Girls University Summer camp, where approximately 20 girls attended camp each week.

In 2019 Girls Inc. of San Antonio is expanding programs in housing communities. Working with Prospera Housing and the San Antonio Housing Authority (SAHA), our trauma informed care trained program facilitators will provide activities directly in the communities where girls live.



33% of youth that age out of care will experience homelessness. PEARLS Court offers transitional case management services and partners with local organizations to ensure basic needs are met including housing and food.

San Antonio Day of the Girl 2019 Impact Report

Dimension 7: Transportation

Households differ in the resources that they contain to meet every day needs associated with normal life activities, including the ease with which household members can navigate the city to get to their jobs, school, doctor's appointments, and so forth.

We also observe significant differences in the possession of an automobile in households in the San Antonio-New Braunfels MA across racial and ethnic lines. **Nearly one in five Black households headed by a single woman (18.3%) do not have a vehicle, as is the case with about one in six of such Latina households (15.5%) (Figure 35).** In contrast, one in 12 homes with a White single female do not have an automobile. In the absence of convenient and affordable public transportation, the lack of a personal automobile at home makes it difficult to get around, including to and from work, among people with limited resources.

Figure 34. Percentage of Households without a Vehicle in Selected Texas Metropolitan Areas by Household Type, 2013-2017

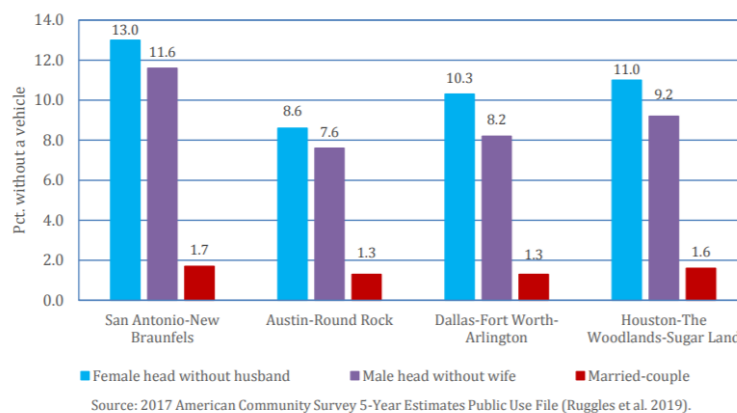
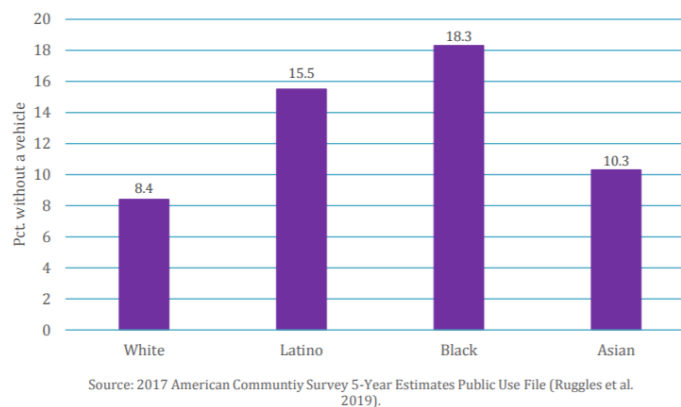






Figure 35. Percentage of Households without a Vehicle in San Antonio by Race and Ethnic Group, 2013-2017



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San Antonio Day of the Girl 2019 Impact Report

Dimension 7: Transportation Partner Organization Impact

	<p>For girls representing underserved and poverty-stricken neighborhoods, transportation is a significant concern. In an effort to combat transportation issues, Girls Inc. of San Antonio focuses programming in the communities that need us most to eliminate the obstacle of transportation. Approximately 50% of Girls Inc. services are provided in the Southside, 6% downtown, 20% on the Westside, 8% on the Eastside, 10% in the Northside, and the remaining 7% in surrounding counties and outer areas of Bexar County.</p>
	<p>Many of the families we work with have transportation issues and Ransomed Life is very aware of the issue. As part of our mentor program, we provide transportation assistance in order to make participation in the program easier for the family. We have vetted and trained mentors & staff that will pick up the girls from their homes to take them to events and drop them back off.</p>
	<p>Through individualized case management, PEARLS Court identifies driving education needs and partners with Bexar County to cover the costs of this education. Practice driving hours is sometimes provided through PEARLS Court mentors. Also, Days of Opportunity are utilized to train young ladies in utilizing the VIA bus system in San Antonio to offer multiple options for transportation.</p>
	<p>Transportation is one of the greatest barriers for girls to have access to the annual empowerment conference and the no-cost boutique. Significant U has created partnerships with districts to provide transportation and provide the optimal opportunity to receive all the resources Significant U has to offer.</p>

San Antonio Day of the Girl 2019 Impact Report

Dimension 8: Digital Access

The Status of Women in San Antonio Report assessed the degree to which the three types of households (married-couple, single-female householders, and single male householders) lack a computer, access to the Internet, and access to broadband (high-speed) Internet service at home.

Within the San Antonio-New Braunfels MA, the primary digital divide among households with single women heads is along the lines of race and ethnicity. Households headed by White and Asian single women have greater access to a computer, Internet service, and broadband service (Figure 36). Those headed by Latina and Black single women are much more likely to lack such access. **Latina-headed households are at the greatest disadvantage with 44 percent of these households lacking a computer, 33 percent not having access to the Internet, and 53 percent doing without broadband service.** The significant absence of access to a computer and the Internet in San Antonio, particularly among Latinos and Blacks, is worrisome given the approaching 2020 census, which will be carried out primarily online.

Figure 36. Percentage of Households with Single-Women Heads Lacking Three Types of Digital Access in the San Antonio-New Braunfels Metropolitan Area by Race/Ethnic Group, 2013-2017

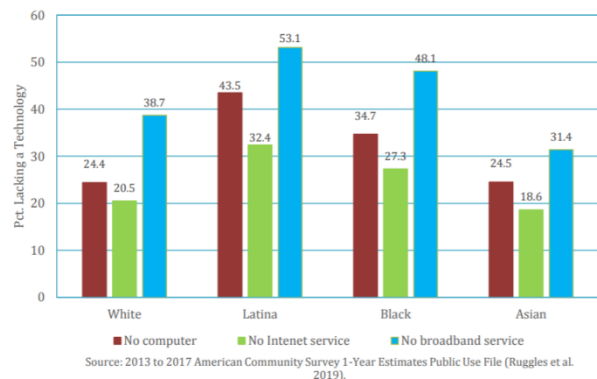


Table 5. Percentage of Households Lacking Three Types of Digital Access by Household Type in Selected Texas Cities, 2013-2017

Type of Digital Access Lacking by Household Type	San Antonio-New Braunfels	Austin-Round Rock	Dallas-Fort Worth-Arlington	Houston-The Woodlands-Sugar Land
Pct. without a computer at home:				
Female head without husband householder	35.1	21.8	29.1	30.8
Male head without wife householder	35.0	20.5	29.7	32.5
Married couple householder	15.0	9.1	11.3	12.7
Pct. without Internet access at home:				
Female head without husband householder	27.2	17.9	22.9	23.2
Male head without wife householder	28.3	16.8	23.8	24.7
Married couple householder	11.0	7.4	8.3	9.1
Pct. without broadband service:				
Female head without husband householder	46.8	35.8	42.1	44.5
Male head without wife householder	48.3	34.2	42.1	45.3
Married couple householder	28.1	21.2	23.5	24.9

Source: 2013, 2014, 2015, 2016, 2017 American Community Survey 1-Year Estimates Public Use Files (Ruggles et al. 2019).

Saenz, R., & Casra, L. (2019). The Status of Women in San Antonio.

San Antonio Day of the Girl 2019 Impact Report

Dimension 8: Digital Access Partner Organization Impact



Girls in lower-income households are less likely to have and use laptops, tablets, and desktops than girls in higher-income households, although smartphone use is consistent across income ranges. This suggests that girls from lower-income households are missing out on valuable digital learning experiences, particularly before they start using smartphones.

At our West Side Girl Scout Leadership Center, Girl Scouts provides girls with access to technology through our Girl Genius after-school tutoring program and our STEM lab. Through 47 badges and awards focused on computer coding and cybersecurity, Girl Scouts exposes girls to different tech pathways and women professionals. As a result, 64% of Girl Scouts are more likely to be digital leaders versus 43% of non-Girl Scouts.

You might be asking yourself, how are girls making the world a better place? Of the Girl Scouts surveyed for the Girl Scout Research Institute's [Decoding the Digital Girl: Supporting and Defining Girls' Digital Leadership](#), 72% of Girl Scouts are connecting to social issues and causes in digital platforms compared to 62% of non-Girl Scout girls and 59% of boys. Additionally, 55% of Girl Scouts are using technology to help, inform and make a difference in social issues or causes they are passionate about, compared to 41% of non-Girl Scout girls and 38% of boys.



In 2018, almost half of the girls served by Girls Inc. of San Antonio came from households making less than \$30,000 annually and three-fourths of the girls served qualified for the Federal Free and Reduced Lunch program. For girls in poverty, as society moves into a digital age, crossing the digital divide remains a significant hurdle.

Girls Inc. of San Antonio serves on the San Antonio Digital Inclusion Alliance and continues to advocate for all girls to have reliable broadband access and devices.



An average 25% of YWLA student households do not have access to the internet. As such, students struggle to complete assignments. In collaboration with SA Public Libraries and SAISD Sprint program, we aim to provide access for all.



Significant U is proud to partner with Café College and the Alamo Colleges to provide computer and printing access. Significant U continuously provides visits, connection and awareness for the outstanding resources these partners offer to fill the gap of digital access.

San Antonio Day of the Girl 2019

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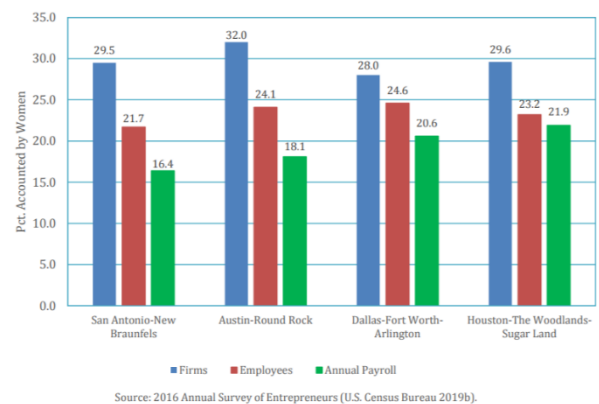
Dimension 9: Business Entrepreneurship

When it comes to women in the workforce, as business owners or entrepreneurs, American Express (2018) has collected some useful data. According to the 2018 American Express report, women have made significant gains in starting businesses since the data was first collected, but unfortunately, they are not always starting businesses in the most lucrative areas. Women, including women of color, are starting more businesses and hiring more employees, but they are not necessarily generating substantially more revenue in these businesses, especially vis-à-vis their male counterparts. The American Express report describes three types of women entrepreneurs: a) those who start businesses out of necessity when the economy is uncertain (“necessity entrepreneurs”); b) those who start a business because they believe they have a great idea and the experience to make it happen, and they see a niche to be explored (“opportunity entrepreneurs”); and c) flexible entrepreneurs who can go back and forth at will between the first two categories (“flexible entrepreneurs”). **The American Express report notes that women of color have started almost half (47%) of all women owned businesses today. Yet, despite this impressive growth, women of color “appear to be losing ground” in terms of revenue, according to the report, at least when compared to white women (or “nonminority women”).**

While women have made gains in their entrepreneurial activities, they continue to be **disproportionately underrepresented among business owners**. The absence of women is particularly apparent as heads of corporations. There were only two dozen women who served as chief executive officers (CEOs) of U.S. Fortune 500 companies in 2018, accounting for a mere 4.8 percent, and to make matters worse, their numbers fell from 32 in 2017 to 24 in 2018.

Business activity in the San Antonio-New Braunfels MA is dominated by men. **Women own 29.5 percent of business firms in the metropolitan area, hire 21.7 percent of workers, and account for 16.4 percent of the annual payroll (Figure 37).** In general, women entrepreneurs in the San Antonio-New Braunfels MA do not fare as well as their counterparts in the Austin-Round Rock MA (highest percentage of firms owned by women at 32.0%), Dallas-Fort Worth-Arlington MA (highest percentage of workers hired by women-owned firms at 24.6%), and Houston-The Woodlands-Sugar Land MA (highest percentage share of the annual payroll at 21.9%).






Figure 37. Percentage of Business-Related Activities Accounted for by Women in Selected Texas Metropolitan Areas by Activity, 2016



San Antonio Day of the Girl 2019

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Dimension 9: Business Entrepreneurship Partner Organization Impact

	<p>The Girl Scout Cookie Program is the largest girl-led business, generating more than \$6 million in the San Antonio region each year. Entrepreneurship is one of Girl Scouting's program pillars and with our 31 badges and awards focused on entrepreneurship, Girl Scouts is the pipeline for the next generation of female business leaders.</p> <p>More than half (53%) of female entrepreneurs and business owners are Girl Scout alums. Girl Scout alums are more likely than other women to have a business degree and 57% of Girl Scout alums in business say that the Girl Scout Cookie Program was beneficial in the development of their skills today. (Source: Girl Scout Alums by the Numbers by the Girl Scout Research Institute)</p>
	<p>During the 2019 Glenda Woods Girls University summer camp, female professionals and community leaders took time to attend Leadership Luncheons with our Camp Program Aids where girls were provided the opportunity to ask questions and learn what it takes to be a leader in the business community. One week of camp was designated as CEO week, where Girls Inc. of San Antonio hosted eight area female CEOs to work directly with girls and provide perspective on what it means to be female and a professional.</p>
	<p>Girls on the Run envisions a world where every girl knows and activates her limitless potential and is free to boldly pursue her dreams. Girls on the Run participants develop life skills that indicate a higher sense of caring – expressing greater empathy and sympathy toward other girls than girls who do not participate in Girls on the Run – and connection – developing strong relationships with their coaches. These girls become strong, empathetic leaders.</p>
	<p>YWLA students have several opportunities to learn and apply financial literacy. Students in high school participate in NAWBO-National Association of Women Business Owners program that encourages entrepreneurial spirit; Sulema Vidal Investment Program; Girls Scouts – Wells Fargo Financial Literacy patch; and Junior Achievement Financial Literacy.</p>
	<p>PEARLS hosts Days of Opportunity, such as foster care tailored college tours and career days, for young ladies to explore their higher education and career goals. The PEARLS Court Career Festival invites women in diverse fields to present their career journey as inspirational examples to follow. Many of these women are business owners or executives within their organizations.</p>

Saenz, R., & Casra, L. (2019). The Status of Women in San Antonio.

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Significant U

Significant U hosts an annual empowerment conference that highlights the importance of leadership development and entrepreneurial thinking. Significant U also provides various monthly opportunities for resume and interview training, internships networking, internal internships, internal leadership training, and job opportunities through corporate partners and the Significant U Store.

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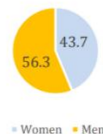
Dimension 10: Civic Engagement

The Status of Women in San Antonio Report focused on two indicators of civic engagement. First, they examined voter registration and voter turnout in the three most recent Bexar County elections. Second, they observed service on the City of San Antonio boards and commissions.

In Bexar County, **women accounted for the majority of voter turnout**: 55.8 percent in the 2016 presidential general election; 54.1 percent in the 2017 municipal general election; and 55.0 percent in the 2018 midterm general election. Interestingly, the percentage share of women rises from 51.6 percent of eligible voters to 53.2 percent of registered voters and to 55.3 percent of voters in the 2016, 2017, and 2018 general elections held in Bexar County.

The 81 City of San Antonio boards and commissions that we analyze contained 783 members, excluding elected officials (mayor and City Council members). **Of the 783 committee members, 342 or 43.7 percent are women** (Figure 38). Furthermore, of the 81 boards and commissions that are filled, women comprise less than one-third of the membership of 29 committees (36% of the 81 boards and commissions) and do not hold any seats on six committees.

Figure 38. Percentage Distribution of Members of City of San Antonio Boards and Commissions by Gender, 2019



Source: City of San Antonio Boards and Commissions (City of San Antonio 2019a)

Table 7. Top Ten City of San Antonio Boards and Commissions Where Women and Men Are Most Disproportionately Represented, 2019

Top Ten Boards and Commissions with Women Representation:	Pct.	Number	Pct.	Number
	Women	Women	Men	Men
Mayor's Commission on the Status of Women	100.0	11	0.0	0
San Antonio Public Library Board of Trustees	90.9	10	9.1	1
Community Action Advisory Board	90.0	9	10.0	1
San Antonio Youth Commission	81.8	18	18.2	4
Tax Increment Reinvestment Zone No. 15 - North East Crossing	80.0	4	20.0	1
Head Start Policy Council	77.8	7	22.2	2
Animal Care Services Advisory Board (ACS)	72.7	8	27.3	3
SA2020 Commission on Education	72.7	8	27.2	3
San Antonio Dr. Martin Luther King, Jr. Commission	68.8	22	31.2	10
Affirmative Action Advisory Committee	66.7	8	33.3	4
Top Ten Boards and Commissions with Men Representation:	Pct.	Number	Pct.	Number
	Women	Women	Men	Men
Bexar Metro 9-1-1	0.0	0	100.0	2
Fire and Police Pension Fund	0.0	0	100.0	7
Fire and Police Pre-Funded Health Care Trust Fund	0.0	0	100.0	6
Tax Increment Reinvestment Zone No. 10 - Stablewood Farms	0.0	0	100.0	4
Tax Increment Reinvestment Zone No. 19 - Hallie Heights	0.0	0	100.0	6
Watershed Improvement Advisory Committee (WIAC)	0.0	0	100.0	3
Building-related and Fire Codes Appeals and Advisory Board	3.2	1	96.8	30
Building Standards Board (BSB)	7.1	1	92.9	13
Transportation Advisory Board	10.0	1	90.0	9
Conservation Advisory Board	11.1	1	88.9	8

Source: City of San Antonio Boards and Commissions (see City of San Antonio 2019a).

Saenz, R., & Casra, L. (2019). The Status of Women in San Antonio.

San Antonio Day of the Girl 2019 Impact Report

Dimension 10: Civic Engagement Partner Organization Impact



Girl Scouts are responsible, empathetic, committed to making the world a better place, and advocate for and empower others. Girls who participate in Girl Scouts are more likely to develop a strong sense of patriotism and twice as likely to exhibit community problem-solving skills than girls who don't (57% versus 28%). In San Antonio, 91% of Girl Scouts engaged in sustainable service projects and learned community problem solving.

The Girl Scout Research Institute's [Girl Scouting Works: The Alumnae Impact Study](#) found that Girl Scout alumnae display positive life outcomes compared to non-Girl Scout alumnae, especially in the areas of volunteerism, community work and civic engagement. Of Girl Scout alumnae who are mothers, 66% have been a mentor/volunteer in their child's youth organization, compared to 48% of non-alumnae mothers. Of alumnae who were Girl Scouts for three or more years, 90% are registered to vote. Seventy-seven percent of Girl Scout alumnae vote regularly, compared to 63% of non-alumnae.



Directly in response to negative personal experiences and dissatisfaction with societal realities, #GirlsToo launched as a civic movement nationally for Girls Inc. in September 2018. Inspired by girls who were willing to voice their discontent on societal norms, the goal of #GirlsToo is to bring attention to the problem of sexual harassment and violence among youth, with actions aimed at shifting the norms and stereotypes that fuel these behaviors.

- 91% of girls report they learn to make a difference in the world at Girls Inc.
- 87% of girls report that even as a teenager, they understand there are ways to get involved in their community







Understanding that civic engagement is essential to bring about change for girls in our culture, Girls Inc. of San Antonio provides opportunities for girls to interact with community leaders and professionals for girls to learn their true potential. During the 2019 Glenda Woods Girls University summer camp, 51 area teens serving as Camp Program Aids, met and interacted with over 25 prominent female trail blazers instrumental in paving the way for girls in our community and provided over 8,000 community service hours.

- 89% of girls report they have the opportunity to be a leader at Girls Inc.
- 86% of girls agree that they have a responsibility to improve their community
- 83% of girls agree they can use what they know to solve "real-life" problems in their community

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	<p>To show girls that they have the power and potential to make a difference in their community and on society, each team creates and executes a local community service project. This experience demonstrates to girls the unimaginable strength that comes from helping others.</p> <p>Girls on the Run promotes a sense of civic engagement and positive attributes, such as character, empathy, and sympathy. Girls are given opportunities to work cooperatively, develop an awareness of other people's circumstances, and recognize their potential to make a positive difference in the world. Girls support individuals in need (eg, sick children in the hospital) and contribute to their school, community, and society (eg, food bank donations, environmental awareness). Girls learn the value of helping others and recognizing the joy brought to others from authentic kindness, philanthropy, and compassion.</p>
	<p>Students participate civically 6th- 12th grade by completing community service hours at different agencies; by organizing action through Students Demand Action in Austin; by proposing changes to SAISD board policy; through serving on political campaigns, among many other learning opportunities that support civic engagement.</p>
	<p>YWLA Primary promotes a service mindset through schoolwide service projects that positively impact their community. The students know that giving their time can have the largest impact on their community.</p>
	<p>PEARLS Court organizes service projects enabling youth to give back to their community with the goal of expanding their perspectives and inspiring greater service.</p>
	<p>Ransomed Life organizes service project in the community with the emphasis on impacting the lives of others. It has allowed our girls to look past their situation and have a greater sense of service and involvement in their community.</p>
	<p>Significant U hosts an annual empowerment conference and monthly gatherings that contributes girls having the opportunity to actively participate in conversations surrounding civic engagement. Girls learn that voting allows them to be empowered members of their community. Significant U is committed to an annual presence at the San Antonio Walk for Freedom which serves as one major mobilization for our girls to become educated advocates of the human trafficking epidemic.</p>

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Dimension 11: Elected Political Representation

This section assesses how well women are represented in City of San Antonio elected political offices involving the mayor and City Council positions.

Mayors in San Antonio have been almost exclusively men. Historically, women have also been severely underrepresented on the San Antonio City Council. Casura (2018) observes that across the last 34 City Council terms extending from 1952-1953 to 2017-2019, **women have had less than 25 percent representation on the Council in 21 terms (62 percent of the 34 terms), less than 10 percent representation in 10 terms, and no representation in four terms.** The current San Antonio administration features a man as mayor and 70 percent of City Council members are men.

Latinos hold a majority on the San Antonio City Council with six of the 10 members being Latino (Table 9). Latina women account for 30 percent of the City Council slots with White, Black, and Asian women having no representation on the Council. **While women in San Antonio continue to be disproportionately underrepresented in elected leadership positions associated with the positions of mayor and City Council members, women have the power of the vote.**

Table 8. Current Distribution of Mayor and City Council Members in Selected Texas Cities by Gender, 2019

Mayor and City Council Members by Gender	San Antonio	Austin	Dallas	Houston
Mayor:				
Woman	0	0	0	0
Man	1	1	1	1
City Council members:				
Women	3	7	3	5
Men	7	3	11	11
Pct. Women	30.0	70.0	21.4	31.3
Pct. Men	70.0	30.0	78.6	68.8

Source: City of Austin (2019), City of Dallas (2019a, 2019b), City of Houston (2019a, 2019b).

Table 9. Current Distribution of Mayor and City Council Members in San Antonio by Gender and Race/Ethnic Group, 2019

Mayor and City Council Members by Gender	White	Latina	Black	Asian
Mayor:				
Woman	0	0	0	0
Man	1	0	0	0
City Council members:				
Women	0	3	0	0
Men	3	3	1	0
Pct. of Total City Council Members Women	0.0	30.0	0.0	0.0
Pct. of Total City Council Members Men	30.0	30.0	10.0	0.0

Source: City of San Antonio (2019c).

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Dimension 11: Elected Political Representation Partner

Organization Impact



Undeniably, Girl Scouting is the pipeline for female leaders in the United States and this is most apparent in the number of Girl Scout alums who currently serve in public office. Many of San Antonio's political pioneers are Girl Scout alums. Mayor Emeritus Lila Cockrell got her start in public service as a Girl Scout in New York in the 1930s. Former Texas State Senator Leticia Van de Putte speaks fondly of her culturally diverse Girl Scout troop growing up, and San Antonio's most successful City Manager, Sheryl Sculley, is a Girl Scout alum.

Nationally, 55% of women in the 115th Congress are Girl Scout alums.

- 73% of current female senators are Girl Scout alums.
- 51% of women currently in the House of Representatives are Girl Scout alums.
- Four of the six current female governors are Girl Scout alums.
- Every female secretary of state in U.S. history is a former Girl Scout: Madeleine Albright, Condoleezza Rice and Hillary Clinton.

Source: [Girl Scout Alums by the Numbers](#) by the Girl Scout Research Institute



During the 4th Annual Back to School Conference and Boutique on August 9, 2019 – Girls Inc. of San Antonio had the honor of being the first agency to host all six female San Antonio Councilwomen for an interactive panel and discussion to empower middle school girls.

Elected in June 2019, these six strong, smart, and bold community leaders represent the first female majority in City Council in a decade. Interacting first-hand with these community leaders enables girls to see themselves in positions of power someday.



Students learn to support political and judicial campaigns at the city and state level. They participate in Law Day sponsored by the Bexar County Women's Bar Association and learn to support candidates based on their position on different legal cases and/or other causes.



By forming personal relationships with elected officials, PEARLS Court ladies can develop realistic career goals in political offices.

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Dimension 12: Crime and Violence

The Status of Women in San Antonio Report utilized three indicators to assess crime and violence against women:

- Data from the Uniform Crime Reporting Program to analyze the rape rates in San Antonio as well as those in Austin, Dallas, and Houston.
- Data from the Centers for Disease Control and Prevention to inspect the homicide rates of women in Bexar County, Travis County, Dallas County, and Harris County.
- Data compiled by the Texas Council on Family Violence to review trends involving the killing of women by male intimate partners in the four counties.

Across the indicators of crime and violence examined here, San Antonio women fare worse than women in Austin, Dallas, and Houston.

Rape

Men's violence against women involves physical abuse, emotional abuse, stalking, and sexual assault. The legacy rape rate of San Antonio increased over the 2009 to 2013 period, rising from a rate of 45.7 rapes per 100,000 population to 47.4. The legacy rape rates of San Antonio are higher than those of the other three cities, Austin, Dallas and Houston, in four of the five years between 2009 and 2013.

Table 10. Legacy Rape Rates and Revised Rape Rates in Selected Texas Cities by Year

Legacy and Revised Rape Rates by Year	San Antonio	Austin	Dallas	Houston
Rapes per 100,000 population				
Legacy rape rate, 2009 ^a	45.7	34.5	37.6	36.2
Legacy rape rate, 2010 ^a	35.2	33.5	42.2	33.9
Legacy rape rate, 2011 ^a	36.3	26.1	35.0	36.0
Legacy rape rate, 2012 ^a	39.8	25.1	39.1	30.5
Legacy rape rate, 2013 ^a	47.4	25.3	43.3	28.3
Revised rape rate, 2014 ^b	75.4	63.2	61.4	36.6

Source: Uniform Crime Reporting Statistics (U.S. Department of Justice 2019a)

^a Legacy rapes correspond to the definition of rape as forcible prior to 2013 (for specific definition, see Uniform Crime Reporting 2019b).

^b Beginning in data for 2014, rapes are defined on the basis of the new revised Uniform Crime Reporting definition which is based on "any penetration" (for specific definition, see Uniform Crime Reporting 2019b).

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Homicide Rates

Areas where women have achieved higher levels of socioeconomic status tend to have safer environments for women as they have greater autonomy. Bexar County stands out with respect to the homicide rate of women on two counts. First, the homicide rate of women in Bexar County doubled from 2.3 deaths per 100,000 females in 2015 to 4.8 in 2017. Second, Bexar County had the highest homicide rate of women in 2017 at 4.8 compared to 3.4 in Harris County and 2.9 in Dallas. **These trends indicate that women are more likely to be killed in Bexar County than in Dallas and Harris Counties. Black women have the highest homicide rate at 5.6 murders for every 100,000 females, a rate that is twice as high as those of White (2.7) and Latina (2.7) women.**

Domestic Violence

There has been growing amounts of attention to violence generated by intimate partners. Smith et al. (2017) indicate that intimate partner violence includes “physical violence, sexual violence, stalking, psychological aggression (including coercive tactics), and control of reproductive or sexual health by a current or former intimate partner.”

There is also growing attention to teen dating violence (TDV) given survey data indicating that approximately 10 percent of teens who are dating have experienced physical and dating violence (Rueda and Fawson 2018; Centers for Disease Control and Prevention 2014). TDV is associated with numerous risk factors including “higher levels of depression, eating disorders, drug abuse, poor school performance, suicidal ideation, and lower levels of overall life satisfaction” (Rueda and Fawson 2018, p. 379). TDV is also related to future intimate partner violence.

Once the absolute number of deaths are adjusted by the female population size to allow direct comparisons across the four counties, **Bexar County has the highest murder rate of women at 1.8 murders by male intimate partners per 100,000 females compared to 1.2 in Harris County, 0.6 in Dallas County, and 0.5 in Travis County (Figure 40).**

Figure 39. Number of Women Killed by a Male Intimate Partner in Selected Texas Counties, 2012-2017

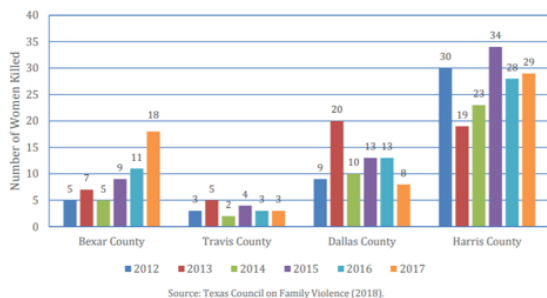
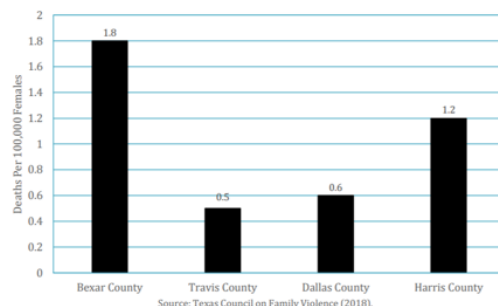


Figure 40. Number of Women Killed by Male Intimate Partners per 100,000 Female Population in Texas Selected Counties, 2017



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Dimension 12: Crime and Violence Partner Organization Impact



Girl Scouts are courageous, develop a strong sense of self, are confident, form and maintain healthy relationships, and show resiliency. When they fall, they get back up.

The Girl Scout Research Institute's [Girl Scouting Works: The Alumnae Impact Study](#) revealed that Girl Scout alums display positive life outcomes to a greater degree than non-Girl Scout alums with regard to several indicators of success, including sense of self and satisfaction with life. Of alums in Girl Scouts for three or more years, 71% consider themselves capable and competent, compared to 55% of non-Girl Scout alums. Longer-term alums give higher satisfaction ratings to their present lives (7.39 on a 1 to 10 scale) and their future prospects (8.54) than women who were in Girl Scouts for less than three years (6.93 and 8.17, respectively).



Girls Inc. National Affiliate launched the #GirlsToo movement in 2018 with the understanding that respect starts young. By the end of September 2019 over 25,000 people have signed the pledge to take a stand for our girls. This is a campaign, motivated by the experiences of Girls Inc. girls across the nation, to shift the deeply entrenched norms that lead to sexual harassment and violence in our communities. Our goal is to create a culture where all girls and young people grow up safe, respected and valued.

- 93% of girls involved in Girls Inc. programs report they feel safe at Girls Inc.

Violence is an unfortunate reality for girls in our community. Statistics show one in five girls will be a victim of sexual violence or abuse before their 18th birthday. Girls and young women experience the highest rate of intimate partner violence at almost triple the national average.

Through a focus on whole girl development, Girls Inc. programs equip girls to navigate gender, economic, and social barriers. Last year, 76 girls served in programs self-identified as victims of crime. Through mentoring, case management, and referrals, Girls Inc. works with area partners to ensure victims have access to services they need to heal from the trauma they have endured.



Students learn how to obey the law through social studies courses and through constitutional law camps at St. Mary's Law School and Law Day sponsored by the Bexar County Women's Bar Association.

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Ransomed Life is very passionate about educating the community and youth on the dangers of sex trafficking and sexual violence. We offer a program called TRAPS for youth that educates them on the tricks, traps, and lures of traffickers to prevent them from ever falling prey to a trafficker or for them to notice signs in their peers. Also, as part of our program we offer the Love Notes training, which educates young ladies on what healthy relationships look like. It discusses domestic violence and sexual violence to name a few.



As youth in foster care, PEARLS Court participants often experience crime and violence directly or indirectly. Teaching them to move from victim to victor through case management, therapeutic care, and life skill development is the mission of PEARLS Court.

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Dimension 13: Deaths of Despair

There has been growing concern with the increasing rise of what have been labeled as “deaths of despair,” including “drug overdoses, suicides, and alcohol-related liver mortality.”

Women in Bexar County have higher death rates in alcohol-related deaths than women in the other three counties. For example, the alcohol-induced death rate of Bexar County women is 4.7 deaths per 100,000 females, slightly higher than that of women in Travis County (4.3), Dallas County (4.1), and Harris County (3.4).

On the other hand, Travis County women have the highest death rates associated with suicide, drug induced deaths, and accidental drug overdose. Bexar County women have low death rates related to drug related deaths.

Latina (12.6) and White (11.2) women have high deaths rates related to chronic liver disease and cirrhosis (Table 13). White women also have high death rates associated with suicide (10.6), drug-induced deaths, alcohol related deaths (7.7), and accidental drug overdose deaths (7.0). Black women also have high deaths rates from drug-induced deaths (10.1) and accidental drug overdose deaths (8.4). Finally, Latina women have low levels of deaths associated with suicide (3.3) and alcohol-induced deaths (3.0).

Table 12. Death Rates per 100,000 Females by Type of Death of Despair for Women in Selected Texas Counties, 2013-2017

Type of Death of Despair	Bexar County	Travis County	Dallas County	Harris County
Intentional suicide death rates	6.2	7.1	5.0	4.8
Drug-induced death rates	7.2	9.4	7.5	7.6
Accidental drug overdose death rates	5.5	6.6	5.8	6.5
Alcohol-induced death rates	4.7	4.3	4.1	3.4
Chronic liver disease and cirrhosis	11.2	12.6	11.2	12.6

Table 13. Death Rates per 100,000 Females by Type of Death of Despair for Women in Bexar County by Race/Ethnic Group, 2013-2017

Type of Death of Despair	White	Latina	Black	Asian
Intentional suicide death rate	10.6	3.3	---	---
Drug-induced death rate	10.5	6.2	10.1	---
Accidental drug overdose death rate	7.0	5.0	8.4	---
Alcohol-induced death rate	7.7	3.0	---	---
Chronic liver disease and cirrhosis	11.2	12.6	---	---

Source: CDC Wonder: About Underlying Cause of Death, 1999-2017 (Centers for Disease Control and Prevention 2019a).

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Dimension 13: Deaths of Despair Partner Organization Impact



The Girls Inc. theory of change is based on providing a comprehensive approach to whole girl development that equips girls to navigate gender, economic, and social barriers and grow up healthy, educated, and independent. Built around the Girls Inc. Experience, we provide access to opportunities, experiences, and role models that help guide girls toward fulfilling and productive lives and enable them to break the cycle of poverty. The Girls Inc. Experience emphasizes three elements for success: People - trained staff who build lasting, mentoring relationships; Environment - girls-only, physically and emotionally safe, with a sisterhood of support and mutual respect; and Programming - research-based, hands-on and minds-on, age-appropriate curricula that meets the needs of today's girls.

Through a trauma informed lens, our staff facilitators are prepared to work with girls who have experienced trauma and are in crisis, and ensure they have additional resources to help them make healthy choices.

- 73% of girls reported they would talk to an adult from Girls Inc. if they felt sad, stressed, or depressed
- 83% of girls reported they would encourage a friend to talk to an adult from Girls Inc. if they were sad, stressed, or depressed



Counselors receive professional development on how to provide support for students and families in need of support to prevent deaths of despair. Additionally, students are taught if they hear/see something of concern to report it to an adult.



Ransomed Life has trained trauma - informed professional counselors that offer specified mental health services to the young females we serve and their families. These services are designed to prevent deaths of despair when necessary. There is a huge focus on suicidal ideation, attempts, and self-harm.



PEARLS Court offers trauma-informed professional counselors that offer individual and group counseling to serve youth while in care and after aging out. Counseling services address thoughts leading to suicidal ideation, teaches coping skills through Dialectical Behavior Therapy, and manages self-medicating tendencies.

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Conclusions

Overall, The Status of Women in San Antonio Report presented a wide panorama of the status of women on 13 different dimensions. In general, women continuously lag behind men on numerous dimensions. We have also seen how San Antonio women fare in comparison to their counterparts in Austin, Dallas, and Houston. Finally, racial and ethnic disparities among women in San Antonio persist with Latina and Black women faring worse than White and Asian women on many of the dimensions examined.

The successful San Antonio of the future that many of us envision can only come to fruition when barriers that hamper women from reaching their full potential are eliminated. When women achieve parity with men, not only will their own lives be enriched, but also those of their families and the sustainability of their communities. Simply put, everyone wins when we achieve gender equality and eliminate patriarchy.
