Welcome to

G.R.O.W.

Growth, Resources and Opportunities for Women

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Closing the Gap on Economic Opportunity for Texas Women

Wednesday, November 4, 2026

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AN ADDISON GROUP COMPANY

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Business Development Manager

Mark Your Calendars!

Our next G.R.O.W. Special Interest Group event:

Tuesday, February 23, 2027



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Speaker



Karen White
Texas Women's Foundation
President and CEO

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Closing the Gaps to Economic Opportunity for Texas Women

A Multidimensional Measure of Economic Opportunity for Texas Women

TEXAS WOMEN'S FOUNDATION

IN PARTNERSHIP WITH EVERY TEXAN

Texas Women's Foundation

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BACKGROUND

A Decade of Defining the Conversation



WHY IT MATTERS

What We Mean by Economic Opportunity

> **Economic opportunity means more than surviving. It's having enough to pay the bills, plan ahead, and build toward something better — wherever in Texas a woman lives.**

It depends on more than a paycheck — which is why TXWF has always tracked the conditions around her work, not just the work itself.

WHAT IT TAKES

- **Work that pays and builds security**
  Work & Economic Security
- **Health care she can count on**
  Health & Well-being
- **Childcare that makes work possible**
  Childcare & Family
- **Education and a path to lead**
  Education & Workforce Development

THE EVOLUTION

From Narrative Report to Living Index



Same mission. Same priorities. A sharper tool.

WHY IT MATTERS

Texas' Future Runs Through Women's Opportunity

16M

Texas women and girls today — half the state.

18.7M

Texas women projected by 2040.

46%

of working Texans are women — about 7 million working women.

49%

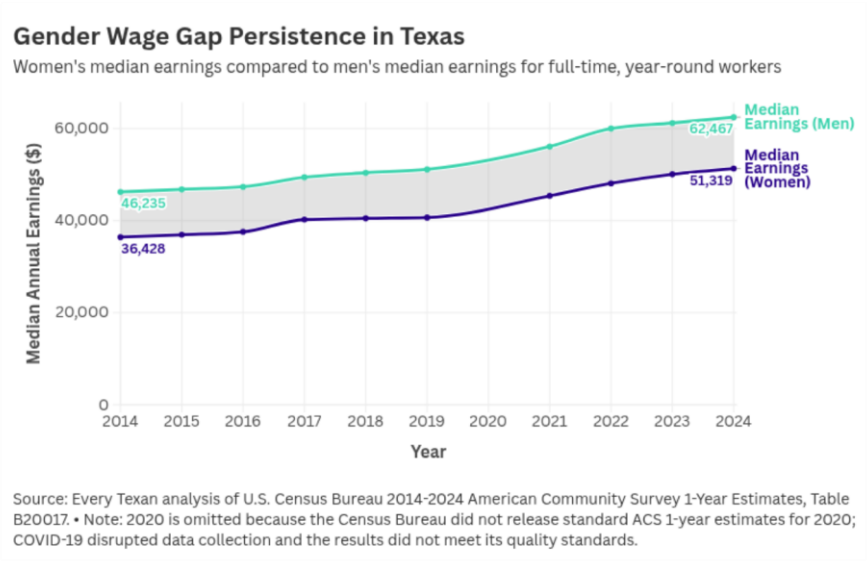
of Texas girls under 18 are Latina — the state's future workforce.

When Texas women can work, earn, and build security, Texas families and the state economy grow with them. As the state adds millions of residents, where women can and can't get ahead will shape Texas for decades.

Sources: Texas Demographic Center, 2024 population estimates and Vintage 2024 projections (mid-migration scenario); U.S. Census Bureau, ACS 2024 5-year, Table S2403.

WHY IT MATTERS

A Decade of Raises, but the Gap Hasn't Closed



Source: Every Texan analysis of U.S. Census Bureau 2014-2024 American Community Survey 1-Year Estimates, Table B20017. • Note: 2020 is omitted because the Census Bureau did not release standard ACS 1-year estimates for 2020; COVID-19 disrupted data collection and the results did not meet its quality standards.

THE EVOLUTION

Why Evolve the Series Into an Index?

THE SERIES ESTABLISHED

- Trusted statewide authority on women's economic status
- A consistent pillar framework: workforce, childcare, health, security
- Rich, contextual storytelling behind the numbers

THE INDEX ADDS

- One comparable score for 252 Texas counties
- A ranking that pinpoints exactly where women thrive or fall behind
- A living tool that updates as new data arrives over the years

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Inside the Index

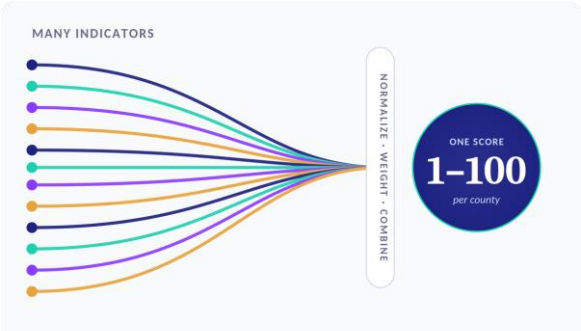
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What is a Composite Index?

A composite index takes many separate measures and combines them into a **single, comparable score** — so one number captures a condition that no single statistic could describe on its own.

You already rely on composite indices every day:

- Consumer Price Index
- A credit score
- County Health Rankings



THE RATIONALE

Why An index is the Right Tool

1 Comparable across Texas counties

One score puts every Texas county on the same scale — see instantly where women's conditions are strongest and where they lag.

2 Resists cherry-picking

A county can look good on one measure and poor on another. The geometric mean keeps strength in one area from masking weakness in another.

3 Maintains TWF priority areas

The index works within TWF's long-standing priority pillars. The framework stays consistent; new indicators reflect those pillars.

4 Complements the narrative

Delivers the depth of a long report in a ranked, visual format — easier for audiences to digest at a glance.

THE FRAMEWORK

The index at a glance

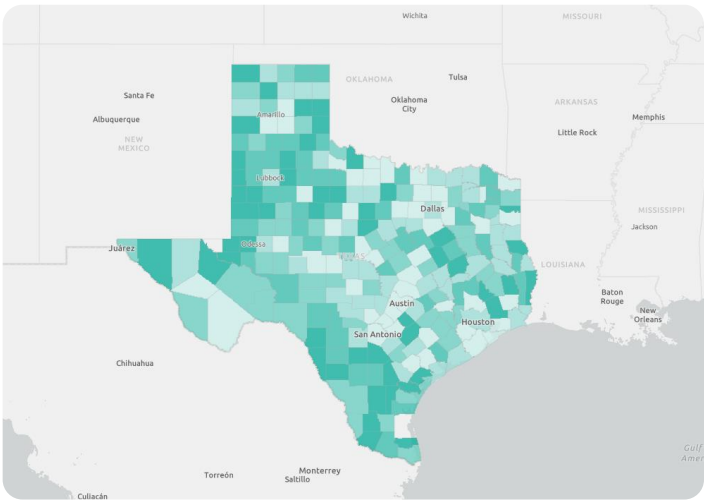
Work & Economic Security	Prime-age (25–54) labor force participation	Economic security threshold, women 18–64	Gender wage gap (FT/YR earnings)
Health & Well-being	Health insurance coverage, women 18–64	Maternal care access	Prenatal care quality
Childcare & Family	Child care desert exposure	Child care affordability	Public pre-K access
Education & Workforce Development	High-skill attainment (BA+)	Occupational leadership	Women-owned non-employer businesses

12 indicators · 4 domains · equally weighted geometric mean, percentile-ranked 1–100 · scored for 252 counties

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THE FRAMEWORK

The index, county by county



How to read the map

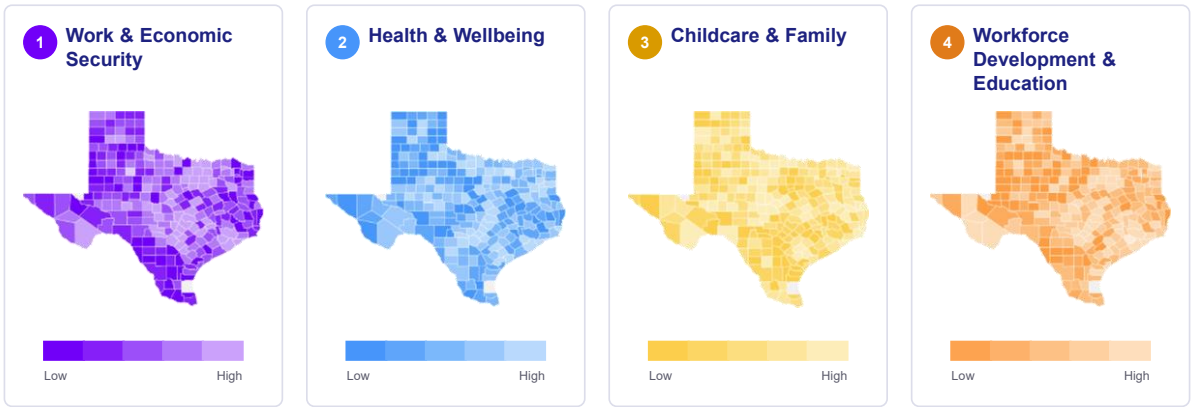
- **One score per county**
  Each county's 12 indicators combine into a single score from 1 to 100.
- **Scores are relative**
  100 is the strongest Texas county for women's economic opportunity; 1 is the weakest. Scores compare Texas counties to each other, not to national standards.
- **Darker means lower**
  Darker shades show lower opportunity; lighter shades show higher.
- **252 counties scored**
  Loving and Kenedy are shown in gray due to insufficient data.

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THE FRAMEWORK

Opportunity Looks Different in Every Domain

County scores from 1 to 100 across 252 Texas counties. **Lighter shading = higher score, meaning better conditions for women.**



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What the Index Shows

Topline findings from Texas counties

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TOPLINE FINDINGS

How Texas Actually Fares, Statewide

81¢

earned by a woman working full-time for every $1 a man earns

63%

of Texas counties are classified as childcare deserts or have low access to maternity care

36%

of births lack any first-trimester prenatal care

$11K+

the average cost of licensed, center-based infant care in Texas

22%

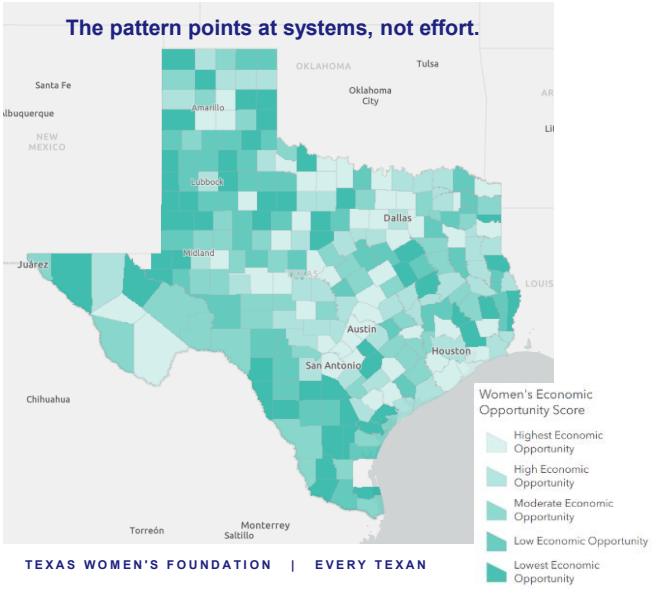
of a working mother's earnings goes to infant care

3 in 10

working-age women (18–64) live at or below 200% of the poverty line

KEY FINDINGS

Where a Woman Lives Shapes Her Opportunity



TEXAS WOMEN'S FOUNDATION | EVERY TEXAN

OPPORTUNITY CLUSTERS

Statistically significant spatial clustering

Moran's I = 0.22 (p < 0.001)

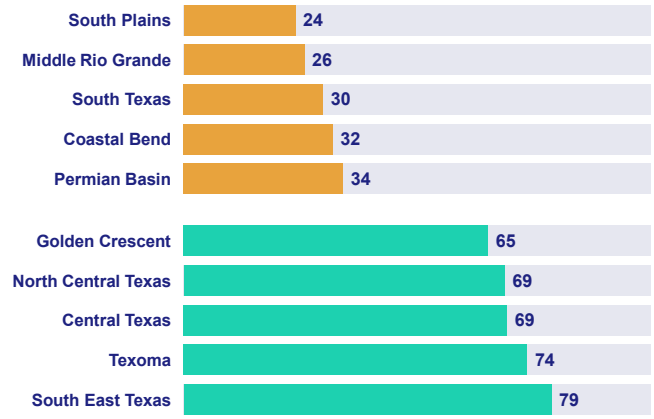
Counties tend to score like their neighbors — disadvantage is regional, not random.

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KEY FINDINGS

Opportunity Is Weakest in West Texas and the Border Region

Average index score by Council of Governments region, lowest and highest five



LOWEST-SCORING COUNTIES

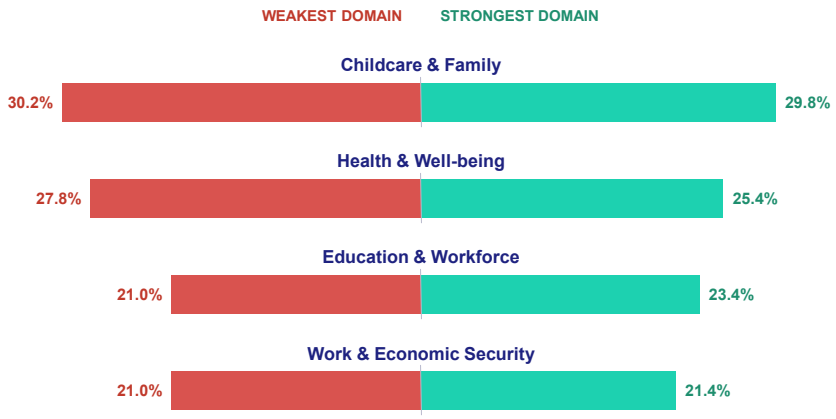
8 of the 10 lowest-scoring counties are in the Permian Basin, South Plains, or Panhandle.

Low scores cluster by region rather than appearing at random, which means regional partners and workforce boards can act on them together.

Every Texan analysis, Texas Women's Economic Opportunity Index. Regions are the 24 Texas Councils of Governments; averages are unweighted across counties.

KEY FINDINGS

Childcare Is Where Counties Most Often Stand Out

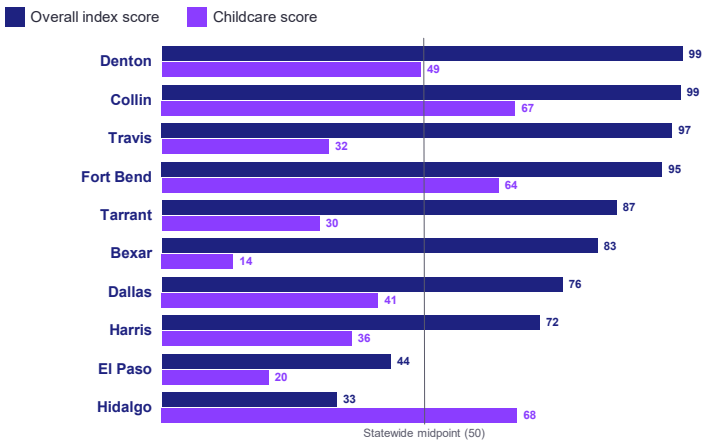


Share of the 252 scored counties for which each domain is their weakest (left) or strongest (right), based on domain percentile rankings. If it were random, each domain would be about 25%. Childcare is most often a county's standout area in either direction, because it moves fairly independently of the other three domains.

KEY FINDINGS

Childcare Lags Where Most Texas Women Live

Texas' 10 largest counties: overall index score vs. childcare domain percentile



A STATEWIDE GAP

7 of Texas' 10 largest counties rank in the bottom half statewide on childcare.

Childcare percentiles barely move with the other three domains, so a county's overall strength doesn't bring childcare along with it. It needs its own investment.

Every Texan analysis, Texas Women's Economic Opportunity Index. Largest counties by total population, ACS 2020–2024 5-year. Index and childcare percentile both run 1–100.

WHAT IT MEANS

From Information to Action

The index turns 252 separate local stories into a smaller set of shared, fixable challenges. The unevenness is real — but it is patterned, and patterns can be acted on.

Make childcare affordable

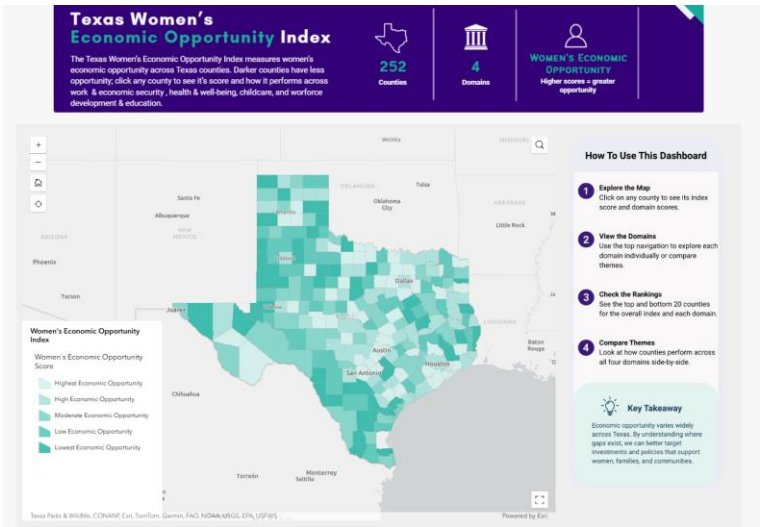
Even in top-ranked counties, infant care costs 17% to 23% of a typical full-time working woman's earnings.

Close the earnings gap

Pay equity and support for women's business ownership, where the gap compounds hardest for women of color.

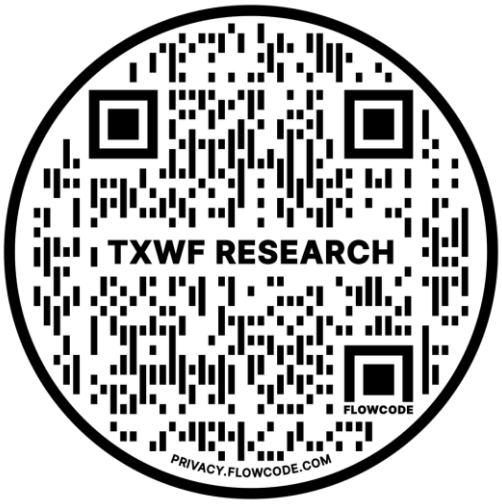
Target by region

Pair the index with each workforce region's own labor data to direct investment where women need it most.

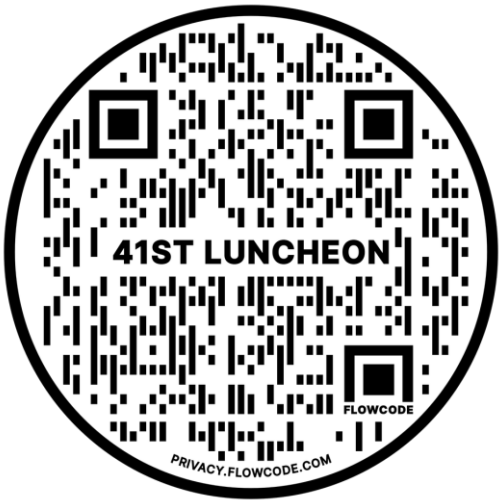

Texas Women's
Economic Opportunity Index
The Texas Women's Economic Opportunity Index measures women's economic opportunity across Texas counties. Darker counties have less opportunity; click any county to see it's score and how it performs across work & economic security , health & well-being, childcare, and worforce development & education.
252
Counties
4
Domains
WOMEN'S ECONOMIC OPPORTUNITY
Higher scores = greater opportunity
How To Use This Dashboard
1 Explore the Map
Click on any county to see its index score and domain scores.
2 View the Domains
Use the top navigation to explore each domain individually or compare themes.
3 Check the Rankings
See the top and bottom 20 counties for the overall index and each domain.
4 Compare Themes
Look at how counties perform across all four domains side-by-side.
Key Takeaway
Economic opportunity varies widely across Texas. By understanding where gaps exist, we can better target investments and policies that support women, families, and communities.
Women's Economic Opportunity Index
Women's Economic Opportunity Score
Highest Economic Opportunity
High Economic Opportunity
Moderate Economic Opportunity
Low Economic Opportunity
Lowest Economic Opportunity
Wichita
Tulsa
Oklahoma City
Little Rock
Santa Fe
Albuquerque
Phoenix
Tucson
Dallas
Austin
Houston
San Antonio
Baton Rouge
Chihuahua
Monterrey
Saltillo
Torreón
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DOWNLOAD & SHARE THE RESEARCH



ATTEND THE LUNCHEON





Thank You

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Additional slides

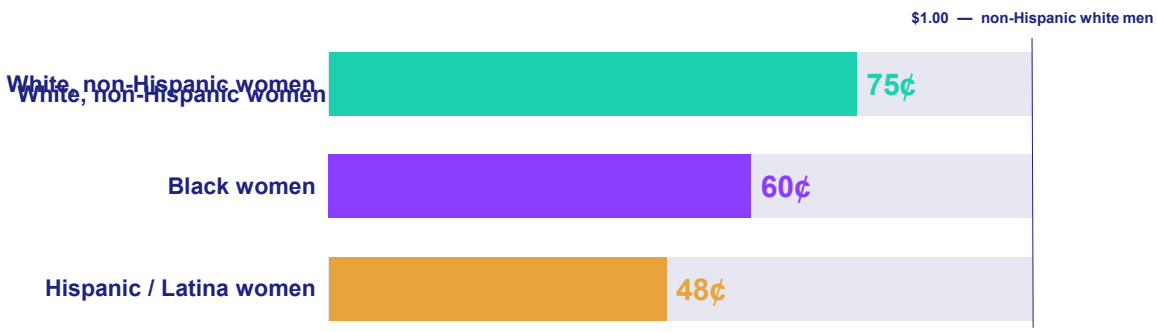


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WHY IT MATTERS

Averages Hide the Full Picture

Women's median earnings for every $1 earned by non-Hispanic white men, full-time, year-round workers



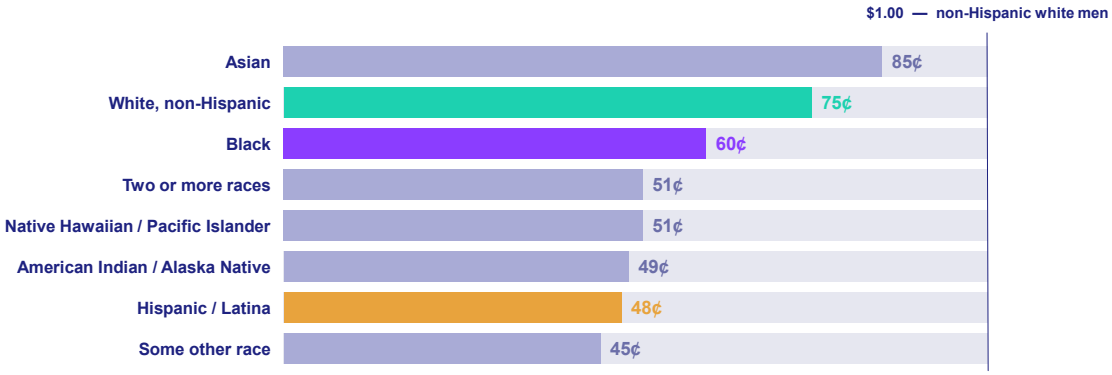
Statewide, a Texas woman working full-time earns about 81¢ for every $1 a man earns. Measured against non-Hispanic white men, the gap widens sharply for most women of color.

Source: Every Texan analysis of U.S. Census Bureau, 2024 American Community Survey 5-Year Estimates, Table B20017 and race/ethnicity iterations (full-time, year-round workers).

WHY IT MATTERS

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A Decade of Defining the Conversation

