

DELAWARE WOMEN

STATUS REPORT



**WOMEN'S
ADVANCEMENT
& ADVOCACY**



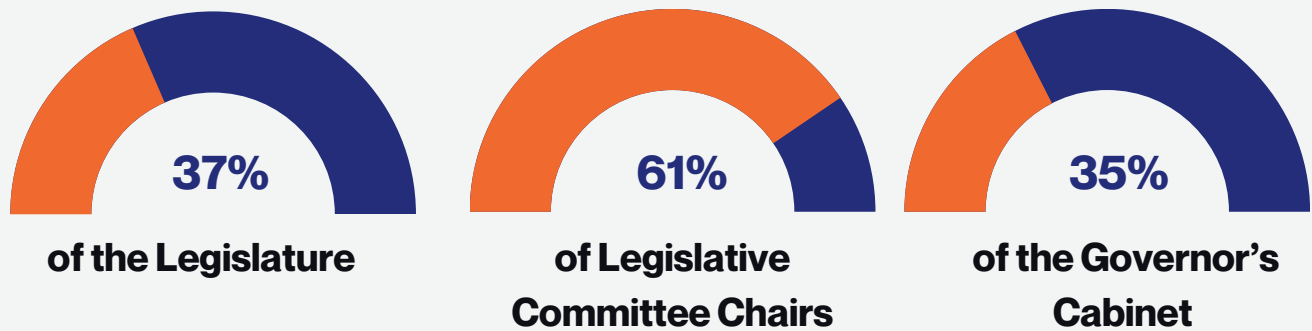
Leadership

Delaware women have made tremendous advances holding leadership positions in elected offices, the judiciary, across state government and in education. Delaware's only U.S Congress Representative is female for the first time in history, and Delaware's Lieutenant Governor, State Auditor, State Treasurer, and Attorney General are all women. Additionally, one-third of the legislature is comprised of women. Women currently hold several leadership positions within the General Assembly, including the Speaker of the House, House Majority Leader, House Majority Whip, and Senate Majority Whip, three of whom are women of color. Diverse women leaders are imperative for creating equal opportunity as well as broadcasting to girls that they can achieve their aspirations. Given OWAA's inclusion in the Delaware Department of Human Resources, we have the unique ability to report on the state workforce. The following data includes information and progress made by women working for the state.



Delaware Women in the Legislature

Women have steadily increased their numbers in the legislature as both elected officials and in leadership positions, as well as in the Governor’s Cabinet. Women currently serve in leadership positions in both the House and the Senate as Delaware’s first female Speaker of the House (Rep. Valerie Longhurst), House Majority Leader (Rep. Melissa Minor-Brown, House Majority Whip (Rep. Kerri Evelyn Harris), and Senate Majority Whip (Sen. Elizabeth Lockman).



Source: [Delaware General Assembly and The Governor's Cabinet](#)

Delaware Women Voters, 2022

Location	Individuals who Voted (in thousands)			Individuals who Voted (in thousands) as a Share of the Voter Population		
	Women	Men	Total	Women	Men	Total
Delaware	221	188	409	55.6%	52.6%	54.2%

Source: [Table Replicated from Number of Voters as a Share of the Voter Population, by Sex | KFF Kaiser Family Foundation](#)

Delaware Women in the State Government Workforce

As of July 2023, the State of Delaware had a total of 15,836 employees with women comprising 53% of that workforce and women of color representing 41% of those women. Since the election of Delaware’s first female governor, Governor Ruth Ann Minner, followed by the Markell and Carney administrations, women state employees have made tremendous progress. For instance, the following chart displays the state’s 26 established pay grades, ranging from the lowest to the highest, along with the percentage of each gender at that grade.

Delaware State Employees by Pay Grade and Gender

Grade	2023		2017		2013		2009		2005		2001	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
1	52%	48%	58%	42%	55%	45%	62%	38%	66%	34%	69%	31%
2	18%	82%	33%	67%	67%	33%	58%	42%	44%	56%	29%	71%
3	55%	45%	57%	43%	72%	28%	71%	29%	66%	34%	63%	37%
4	33%	67%	61%	39%	40%	60%	44%	56%	38%	62%	57%	43%
5	52%	48%	60%	40%	68%	32%	69%	31%	65%	35%	73%	27%
6	59%	41%	72%	28%	63%	37%	62%	38%	70%	30%	72%	28%
7	57%	43%	51%	49%	52%	48%	84%	16%	84%	16%	54%	46%
8	44%	56%	53%	47%	46%	54%	57%	43%	59%	41%	42%	58%
9	30%	70%	41%	59%	38%	62%	47%	53%	48%	52%	42%	58%
10	64%	36%	63%	37%	57%	43%	62%	38%	61%	39%	53%	48%
11	67%	33%	64%	36%	62%	38%	67%	33%	66%	34%	60%	40%

Source: State of Delaware Payroll Human Resource Statewide Technology (PHRST)

Delaware State Employees by Pay Grade and Gender Con't

Grade	2023		2017		2013		2009		2005		2001	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
12	41%	59%	39%	61%	30%	70%	46%	54%	48%	52%	35%	65%
13	62%	38%	57%	43%	56%	44%	57%	43%	55%	45%	62%	38%
14	70%	30%	79%	21%	70%	30%	70%	30%	62%	38%	68%	32%
15	62%	38%	69%	31%	61%	39%	60%	40%	57%	43%	58%	42%
16	70%	30%	62%	38%	55%	45%	52%	48%	52%	48%	55%	45%
17	59%	41%	56%	44%	50%	50%	49%	51%	46%	54%	40%	60%
18	62%	38%	58%	42%	57%	43%	52%	48%	51%	49%	46%	54%
19	62%	38%	57%	43%	51%	49%	52%	48%	46%	54%	41%	59%
20	62%	38%	61%	39%	52%	48%	47%	53%	43%	57%	36%	64%
21	53%	47%	39%	61%	40%	60%	43%	57%	23%	77%	25%	75%
22	72%	28%	30%	70%	44%	56%	48%	52%	36%	64%	35%	65%

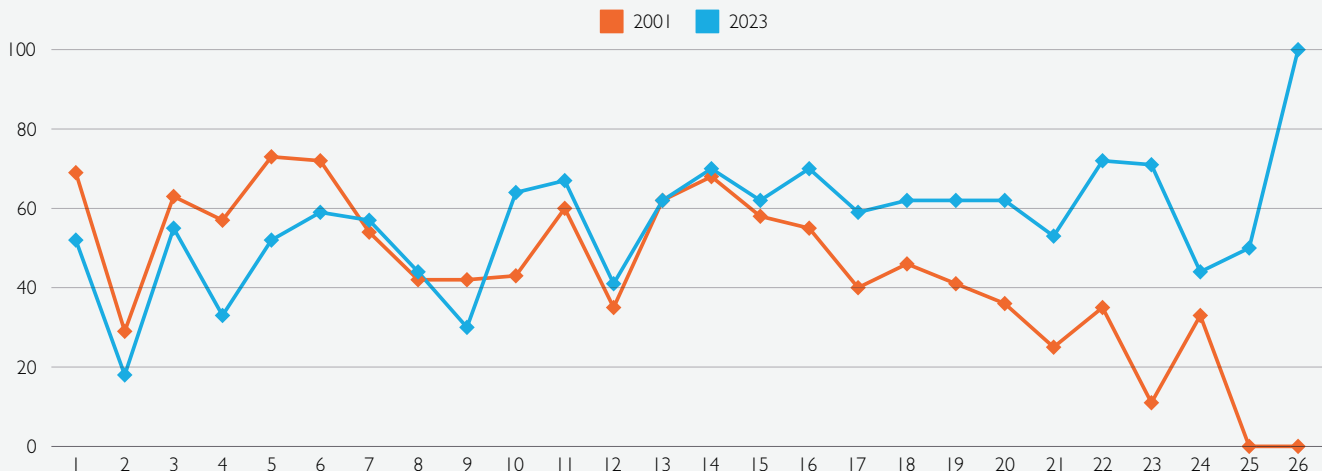
Delaware State Employees by Pay Grade and Gender Con't

Grade	2023		2017		2013		2009		2005		2001	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
23	71%	29%	43%	57%	33%	67%	0%	100%	22%	78%	11%	89%
24	44%	56%	33%	67%	33%	67%	29%	71%	29%	71%	33%	67%
25	50%	50%	50%	50%	0%	100%	0%	100%	0%	100%	0%	0%
26	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	55%	45%	58%	42%	54%	46%	61%	39%	61%	39%	55%	45%

Source: State of Delaware Payroll Human Resource Statewide Technology (PHRST)

From the start of the Minner administration in **2001 compared to the most recent 2023 data**, the trend line is clear that women are not only no longer overrepresented in the lowest pay grades but in fact are concentrated in the higher pay grades.

Women at Each Pay Grade: 2001 vs 2023



Source: State of Delaware Payroll Human Resource Statewide Technology (PHRST)

Women in Leadership with the State of Delaware

Women in leadership positions with the State of Delaware have also increased significantly since the Minner Administration. Women at the Cabinet Secretary, Elected Official, Appointed Official, Division Director, and Administrative Management levels have continually made strides since 2001.

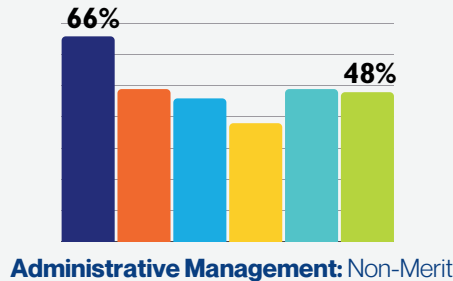
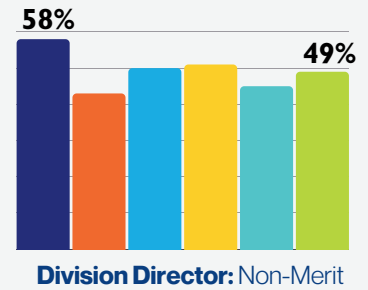
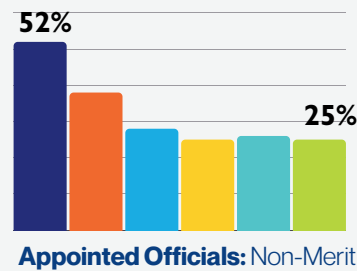
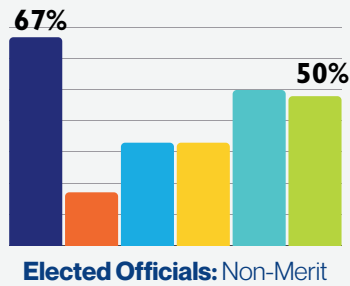
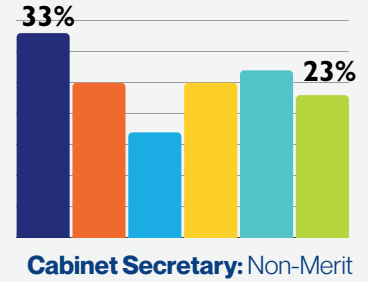
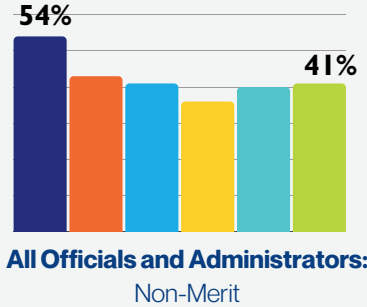
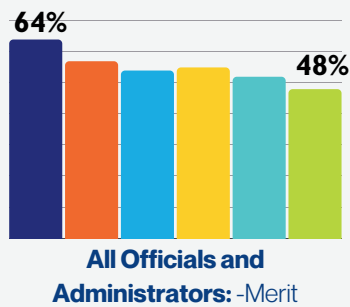
Percent of Women in Leadership Positions for the State of Delaware

State of Delaware Leadership Position	2023	2017	2013	2009	2005	2001
All Officials and Administrators: Merit	64%	57%	54%	55%	52%	48%
All Officials and Administrator: Non-Merit	54%	43%	41%	36%	40%	41%
Cabinet Secretary: Non-Merit	33%	25%	17%	25%	27%	23%
Elected Officials: Non-Merit	67%	17%	17%	33%	33%	50%
Appointed Officials: Non-Merit	52%	38%	28%	25%	26%	25%
Division Director: Non-Merit	58%	43%	50%	51%	45%	49%
Administrative Management: Non-Merit	66%	49%	46%	38%	49%	48%

****Merit Employee**: an employee who has satisfactorily completed the initial probationary period for a Classified position.

Source: State of Delaware Payroll Human Resource Statewide Technology (PHRST)

Women in Leadership Positions for the State of Delaware



Source: State of Delaware Payroll Human Resource Statewide Technology (PHRST)

Conclusion

In conclusion, the status of Delaware women reflects a dynamic landscape marked by both progress and persistent challenges. While advancements in education, workforce participation, and political representation signify positive strides towards gender equality, some health and economic disparities persist for Delaware’s women of color, and in areas such as wage parity for all Delaware women. Policymakers, businesses, and community leaders should continue to address these disparities, fostering an environment where all women in Delaware can thrive and contribute fully to the state's social, economic, and political fabric. By recognizing and actively working to dismantle barriers to gender equity, Delaware can continue to strive to fulfill its promise of equal opportunity for all its residents. OWAA is committed to using data, research, and best-practice to continually illuminate the status of Delaware women and how we can work across agencies, sectors, and organizations to improve outcomes to strive to achieve equity for all Delaware women and girls.



**WOMEN'S
ADVANCEMENT
& ADVOCACY**

Contact OWAA

DelawareWomen@delaware.gov

302-220-5771

Follow us @delawarewomen

