

DELAWARE WOMEN

STATUS REPORT



**WOMEN'S
ADVANCEMENT
& ADVOCACY**



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WOMEN
STATUS
REPORT**

September 2024



Acknowledgements

The Office of Women’s Advancement and Advocacy (OWAA) would like to thank Governor John Carney and his administration for their support and commitment to advancing the status of women in Delaware. Their dedication to fostering an inclusive and equitable environment has been instrumental in driving the progress outlined in this report.

We also extend our appreciation to Secretary Claire DeMatteis, of the Delaware Department of Human Resources, for her exemplary leadership and guidance in the completion of this report. Additionally, the State of Delaware’s Government Information Center, in particular the expertise of graphic designer Karen Katz, were crucial partners in bringing OWAA’s vision for this report to fruition. We thank them for their guidance, input, and assistance in creating this report.

Our heartfelt gratitude also goes to the numerous women's organizations in Delaware whose tireless work and unwavering commitment have significantly advanced the well-being and empowerment of women and girls across the state. Thank you for your relentless advocacy, innovative programs, and the countless hours of hard work you devote to making Delaware a better place for all women and girls.

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Executive Summary

The Office of Women’s Advancement & Advocacy (OWAA) was established in the fall of 2017, when House Bill 4 (HB 4) of the 149th General Assembly was enacted and signed into law by Delaware Governor John Carney. OWAA was created as a division of the Delaware Department of Human Resources (DHR) with the purpose of promoting the equality and equity of Delaware women in all areas of society. Responsible for overseeing women's rights work, including evaluating current women's rights legislation, building support for new legislation, and advising the Governor's Office, the Legislature, and the Secretary of the DHR on women’s issues throughout our state, OWAA plays a vital role for advocating for women in Delaware. OWAA also serves as a clearinghouse of information, providing research and technical assistance, as well as publishing regular reports highlighting issues that impact Delaware women. More specifically, OWAA is charged with the following reporting responsibilities:

- Serve as a clearinghouse by providing information on the status of Delaware women to the public, state agencies, the General Assembly, the Judiciary, organizations, businesses, and institutions, and when necessary, to refer complaints and inquiries to the appropriate state departments or agencies or community organizations when necessary.
- Study, review, and report on the status of women in the State. To accomplish this task, the Office of Women’s Advancement and Advocacy may conduct research projects and focus groups, and hold public hearings, forums, and discussion groups as it deems necessary.
- Compile and analyze statistics and information and issue reports on issues affecting women in this state.

OWAA hopes the following data will be used by decisionmakers, policymakers, philanthropists, state agencies and nonprofits working in our communities to help inform and support their work to improve outcomes for Delaware women and girls. It is OWAA's intention for this report to serve as a baseline for the overall status of Delaware women, with the goal of updating this report biennially to establish trends, elevate successes, and shine a light on disparities. Additionally, while the following report shares a small set of data indicators, OWAA is also a resource, available to provide technical assistance in locating additional data and data resources not included in this report.

In this first report, the data show most Delaware women are insured and accessing healthcare when they need it. Delaware's maternal and infant mortality rates also continue to improve. However, Delaware women are more likely to be living in poverty than men, and the gender wage gap persists in our state. There also are racial/ethnic disparities across datasets, indicating the intersectionality of the overarching and systems-level issues that continue to impact Delaware women of color. OWAA will continue to track these indicators and raise awareness to how Delaware women and girls are faring in our state.

By focusing on these indicators, we highlight the challenges, opportunities, and contributions of Delaware women, laying the groundwork for informed strategies and initiatives to foster their continued empowerment and advancement within the state.

The data included in this report comes primarily from the U.S. Census Bureau's American Community Survey (ACS). The ACS is an ongoing survey that reports both 1-year and 5-year estimates on a wide variety of indicators. Given Delaware's small size, this report uses 5-year estimates, as they can provide a more accurate overall view of our state and removes any outliers that may affect one-year estimates. Other national data sources that provide data on Delaware highlighted in this report include KFF State Health Facts and the Integrated Postsecondary Education Data System. OWAA also utilized a variety of state resources including the Delaware Health Statistics Center, the Pregnancy Risk Assessment Monitoring System, Rodel, and the annual reports of a variety of Delaware agencies and organizations. The timeframe for each dataset may vary from source to source depending on the timeline of each survey. OWAA has included the most recent data available from each source. As part of our analysis, we also include breakdowns by race/ethnicity of the status of Delaware women wherever possible.

The following report utilizes pertinent datasets to outline the overall status of Delaware women across six categories.



Demographics



Health and Well-Being



Workforce and Economic Security



Education



Safety

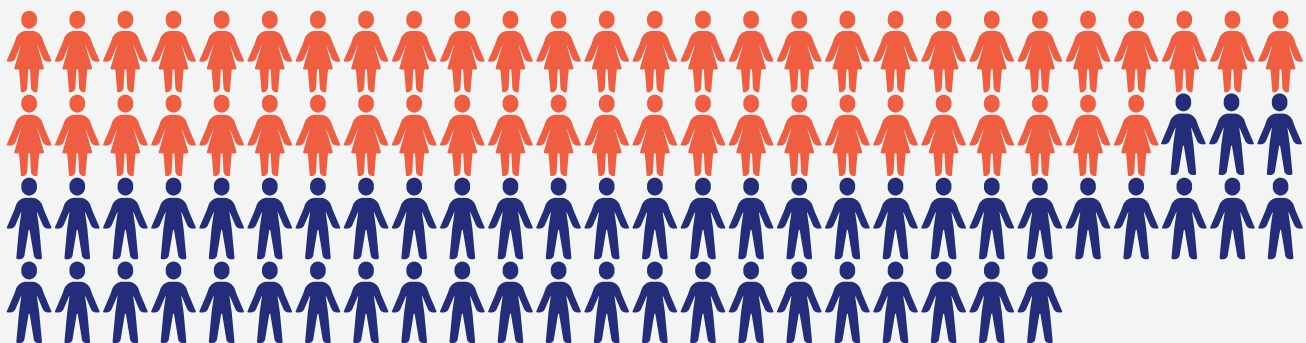


Leadership

Demographics

In the vibrant tapestry of Delaware's demographics, women form an essential and dynamic thread. Accounting for approximately **51% of the state's population**, women contribute profoundly to its cultural richness, economic vitality, and social fabric. Delaware embraces diversity, reflected in the myriad roles and experiences of its women—from trailblazing entrepreneurs and dedicated professionals to nurturing caregivers and community leaders. Women in Delaware embody resilience and ingenuity, shaping the state's narrative with their diverse backgrounds, aspirations, and contributions.

As pillars of strength and agents of change, Delaware women play an integral role in shaping its present and future, supporting a society that thrives on inclusivity, equity, and opportunity for all. The following data tables showcase the diverse facets of women in Delaware.



Delaware Population by Gender and Age Group

Age	Total	Delaware % Male of Total Pop.	Delaware % Female of Total Pop.
Total Population	993,635	49%	51%
Under 5	53,990	5.7%	5.2%
5-9	55,978	5.8%	5.4%
10-14	60,495	6.4%	5.8%
15-19	62,986	6.5%	6.2%
20-24	59,822	6.3%	5.8%
25-29	62,852	6.6%	6.1%
30-34	65,031	6.7%	6.4%
35-39	59,234	6.4%	5.6%
40-44	58,690	5.7%	6.1%
45-49	56,174	5.7%	5.6 %
50-54	62,706	6.3%	6.4%
55-59	68,936	7%	6.8%
60-64	71,725	6.8%	7.6%
65-69	65,911	6.2%	7%
70-74	51,913	5.1%	5.4%
75-79	36,040	3.3%	3.9%
80-84	21,733	2%	2.4%
85+	19,419	1.5%	2.4%

Source: American Community Survey, 5-Year Estimate 2018-2022

Delaware Women by Race/Ethnicity

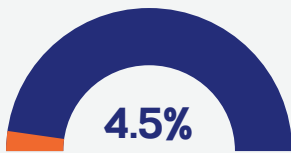
Percent of Locality Population by Race and Gender	Delaware	Kent	New Castle	Sussex	Wilmington
Black	22%	26%	25%	11%	54%
Black Male	10%	12%	12%	5%	24%
Black Female	12%	14%	13%	6%	30%
White	60%	59%	55%	74%	30%
White Male	29%	29%	27%	36%	14%
White Female	31%	30%	28%	39%	15%
Hispanic	10%	8%	11%	9%	11%
Hispanic Male	5%	4%	6%	5%	6%
Hispanic Female	5%	4%	5%	5%	6%
Asian	4%	2%	6%	1%	1%
Asian Male	2%	1%	3%	1%	1%
Asian Female	2%	1%	3%	1%	1%
2 or More Races	6%	8%	6%	6%	5%
2 or More Races Male	3%	4%	3%	3%	2%
2 or More Races Female	3%	4%	3%	3%	3%

Delaware Women by Disability Status

Percent with a Disability by Gender	Delaware	Kent	New Castle	Sussex	Wilmington
Male	13.7%	16.9%	12.3%	14.6%	16.8%
Female	13.6%	16.2%	12.4%	14.4%	15%

Source: American Community Survey, 5-Year Estimate 2018-2022

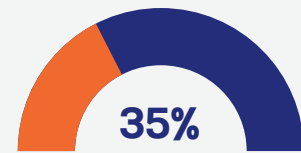
Delawareans that Identify as LGBTQ+



Percent of Adults (18+) Who are LGBTQ



Percent of Workforce that is LGBTQ



Percent of LGBTQ Adults (25+) Raising Children

40,000

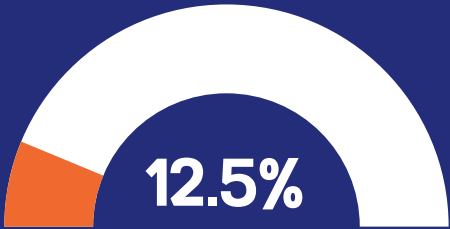
Total LGBTQ Population (13+)

24,000

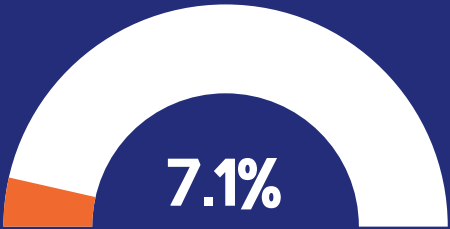
Total LGBTQ Workers

Source: Movement Advancement Project: Delaware's Equality Profile

Delaware Women by Military Status/Veterans



Kent



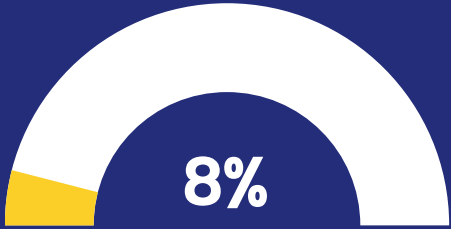
New Castle



Sussex



Wilmington



Total in Delaware

Source: American Community Survey, 5-Year Estimate 2018-2022

Health & Well-Being

In Delaware, we have made significant progress prioritizing health and well-being programs for women. Recognizing that a woman's health is not only essential for her own vitality but also for the well-being of families and communities, Delaware invests in robust healthcare infrastructure and initiatives tailored to women's unique needs. From comprehensive reproductive health services to preventative screenings and mental health support, the state champions access to quality care across all stages of a woman's life. By nurturing the physical, mental, and emotional health of its women, Delaware not only strengthens individuals but also builds a healthier and more resilient society for all its residents. While the data illustrates some health inequities, especially among Hispanic and Black women, Delaware has made tremendous progress in working to close those gaps. For example, Healthy Communities Delaware is a public-private collaboration that works to address the social determinants of health using community driven priorities to create equitable outcomes and eliminate disparities.[1]

Additionally, the Equity Counts Data Center, a partnership between the Delaware Department of Health and Social Services, the Delaware Division of Public Health, and the United Way of Delaware, is a data tool that provides key findings for every zip code in Delaware related to equity.[2] Recognizing that these disparities directly affect the overall health outcomes of women and girls, underscores the importance of not only affordable physical and mental healthcare but also equal economic opportunities. Prioritizing access to necessities such as nutritious food, adequate housing, education, and health services is essential to enhancing women's health outcomes in Delaware.

[6] Healthy Communities Delaware

[7] My Healthy Community DHSS

Delaware Women Without Health Insurance

The number of Delaware women without health insurance has improved dramatically from ten years ago (from 8% to 5.1%). The percentage of uninsured women according to the most recent data has decreased across all geographies compared to the same dataset from a decade earlier. While more women have insurance coverage, Delaware should continue to make strides in addressing the shortages of health care providers in our state.

Source: American Community Survey, 5-Year Estimate 2018-2022

% of Uninsured

Delaware	5.1%	7%
New Castle	4.7%	6%
Wilmington	4.5%	7.9%
Kent	5.7%	5.7%
Sussex	5.4%	8.5%

Women Who Report Having No Personal Doctor/Health Care Provider by Race/Ethnicity, 2022



8%

Of Women in Delaware with no Personal Health Care Provider

Location	All Women	White	Black	Hispanic
Delaware	8%	6%	7%	27%
Maryland	7%	5%	5%	32%
New Jersey	9%	6%	7%	21%
Pennsylvania	7%	6%	6%	17%

Source: Kaiser Family Foundation

Women Who Report Not Seeing a Doctor in the Past 12 Months Due to Cost by Race/Ethnicity, 2022

Location	All Women	White	Black	Hispanic
Delaware	8%	6%	7%	19%
Maryland	7%	5%	7%	23%
New Jersey	9%	6%	11%	21%
Pennsylvania	8%	6%	13%	21%

Source: : Kaiser Family Foundation

Women Who Report Fair or Poor Health Status by Race/Ethnicity, 2022

Location	All Women	White	Black	Hispanic
Delaware	18%	15%	24%	26%
Maryland	16%	15%	18%	19%
New Jersey	15%	13%	20%	21%
Pennsylvania	18%	17%	23%	31%

Source: : Kaiser Family Foundation

Primary Care Health Professional Shortage Areas (HPSAs), 2023

Location	Total Mental Health Care HPSA Designations	Population of Designated HPSAs	Percent of Need Met	Practitioners Needed to Remove HPSA Designation
Delaware	11	253,696	16%	75
Maryland	75	1,748,349	39%	354
New Jersey	37	29,048	27%	21
Pennsylvania	153	621,346	53%	116

Source: : Kaiser Family Foundation

What is an HSPA?

A Health Professional Shortage Area is shortage of providers for an entire group of people within a defined geographic area. "Health Professional Shortage Area (HPSA) designations are used to identify areas and population groups within the United States that are experiencing a shortage of health professionals. The primary factor used to determine a HPSA designation is the number of health professionals relative to the population with consideration of high need. Federal regulations stipulate that, in order to be considered as having a shortage of providers, an area must have a population-to-provider ratio of a certain threshold. For primary medical care, the population to provider ratio must be at least 3,500 to 1."

Source: Kaiser Family Foundation



75

**Practitioners
Needed to
Meet Need**

Women Who Report Visiting a Dentist or Dental Clinic within the Past Year by Race/Ethnicity, 2022

Location	All Women	White	Black	Hispanic
Delaware	68%	72%	62%	55%
Maryland	72%	77%	67%	57%
New Jersey	73%	78%	60%	65%
Pennsylvania	72%	74%	67%	55%

Source: : Kaiser Family Foundation

Dental Care Health Professional Shortage Areas (HPSAs), 2023

Location	Total Mental Health Care HPSA Designations	Population of Designated HPSAs	Percent of Need Met	Practitioners Needed to Remove HPSA Designation
Delaware	13	381,534	5%	97
Maryland	62	2,379,610	34%	348
New Jersey	37	85,244	29%	27
Pennsylvania	161	1,979,496	36%	338

Source: : Kaiser Family Foundation

Average Number of Poor Mental Health Days Reported in the Last 30 Days Among All Adults by Sex, 2022

Location	Women	Men
Delaware	4.5	3.2
Maryland	4.8	3.2
New Jersey	4.6	3.5
Pennsylvania	5.3	3.6

Source: : Kaiser Family Foundation

Mental Health Care Health Professional Shortage Areas (HPSAs), 2023

Location	Total Mental Health Care HPSA Designations	Population of Designated HPSAs	Percent of Need Met	Practitioners Needed to Remove HPSA Designation
Delaware	13	289,347	12%	25
Maryland	64	1,850,861	23%	105
New Jersey	97	1,688,116	18%	90
Pennsylvania	137	2,042,384	38%	119

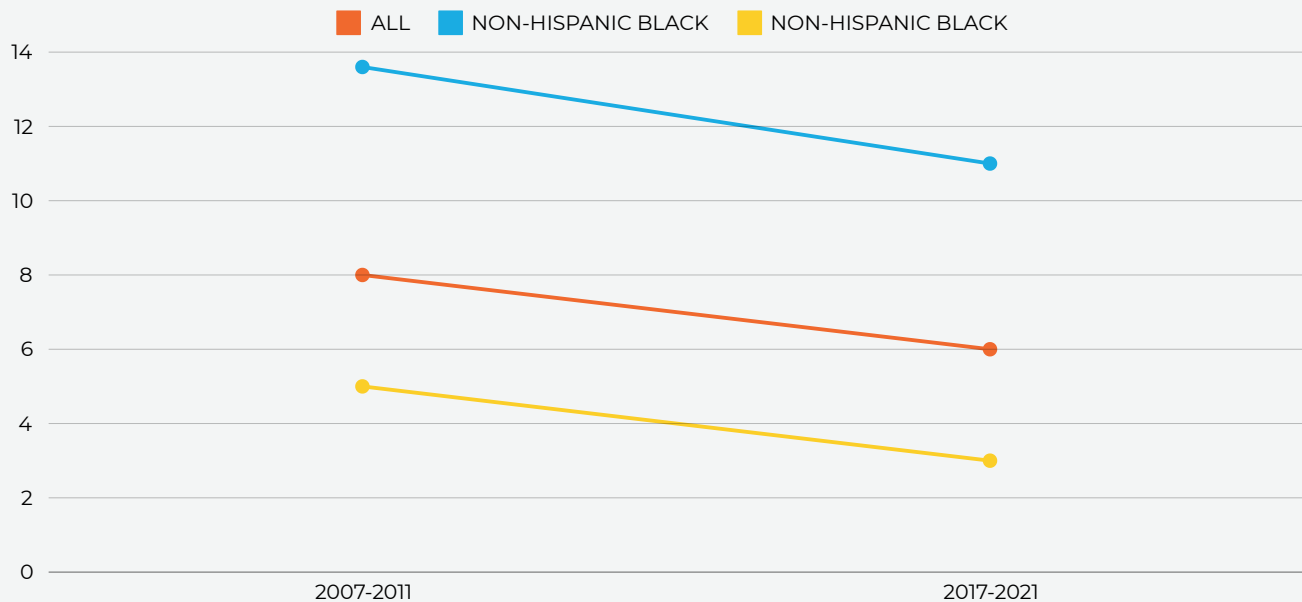
Source: : Kaiser Family Foundation

Life Expectancy at Birth by Race and Sex, Delaware 2021

	Both Sexes	Male	Female
All Races	78	74	81
Non-Hispanic White	78	75	81
Non-Hispanic Black	74	69	78

Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Health Statistics Center

Delaware Infant Mortality Rate by Race 2011-2021 (Rate Per 1,000 Live Births)



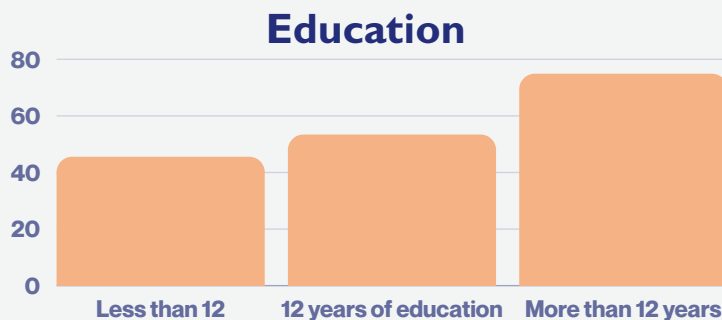
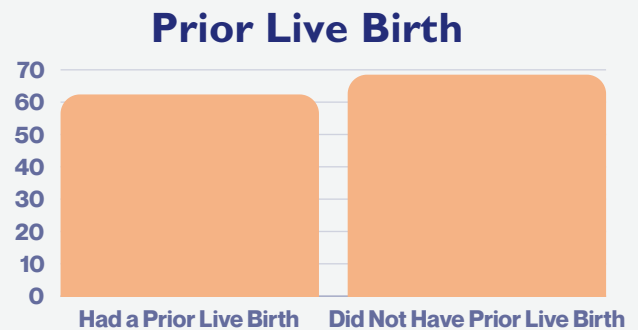
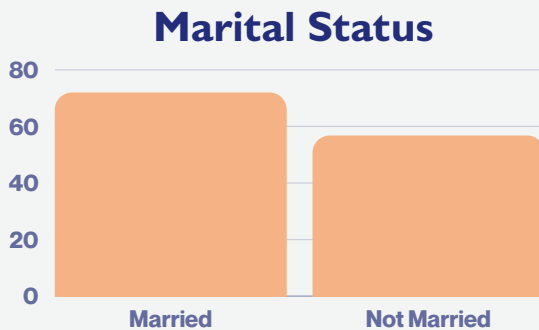
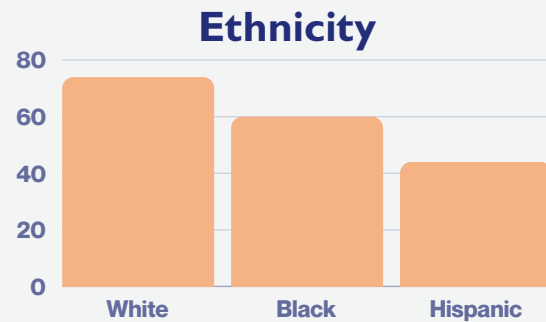
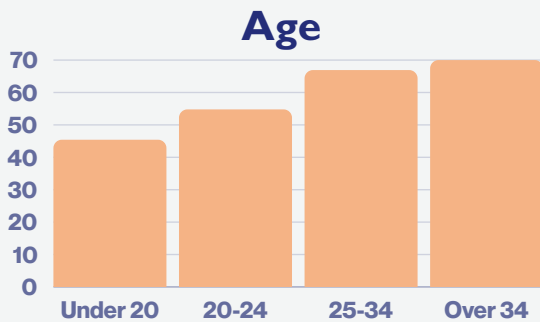
Source: KIDS COUNT in Delaware

Delaware Women and Prenatal Care

The following data (pages 18-30) are from the Delaware Pregnancy Risk Assessment Monitoring System (PRAMS). “PRAMS is a surveillance project of the Centers for Disease Control and Prevention (CDC) and state health departments. PRAMS collects state-specific, population-based data on maternal attitudes and experiences prior to, during and immediately following pregnancy.”

In the 12 months before you got pregnant with your new baby, did you have any health care visits with a doctor, nurse, or other health care worker, including a dental or mental health worker? (% “Yes”)

64.9% Total said “Yes”

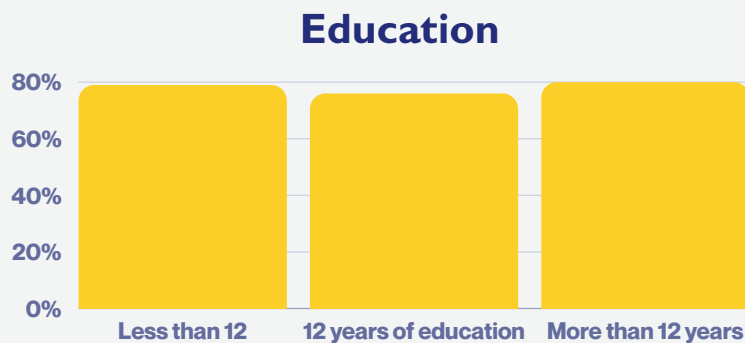
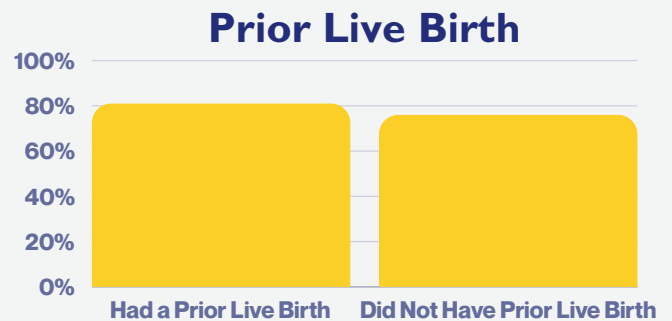
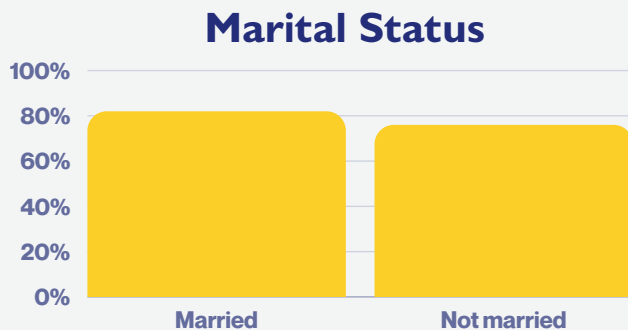
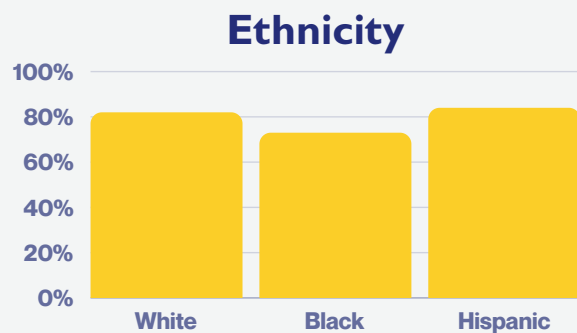
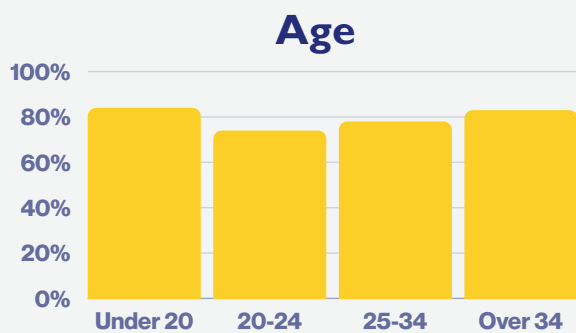


Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

Did you get prenatal care as early in your pregnancy as you wanted? (% “Yes”)

78.1% Total said “Yes”

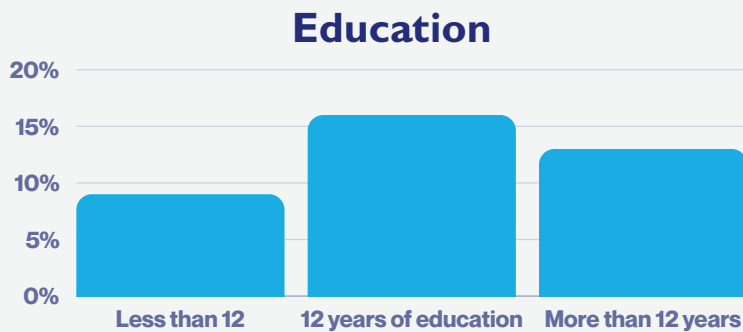
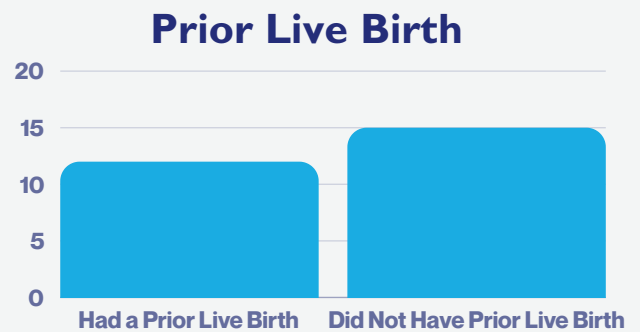
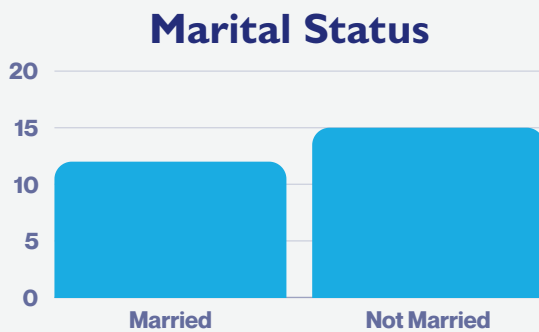
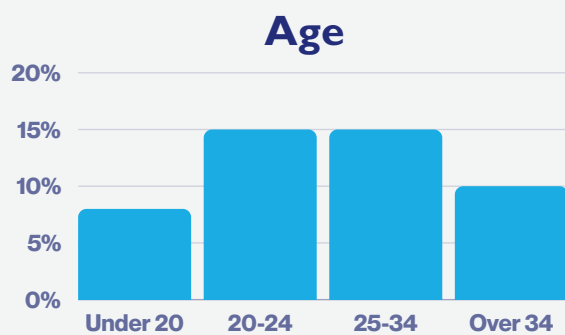


Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

I couldn't get an appointment when I wanted one, which kept me from getting prenatal care at all or, as early as I wanted. (% "Yes")

13.2% Total said "Yes"

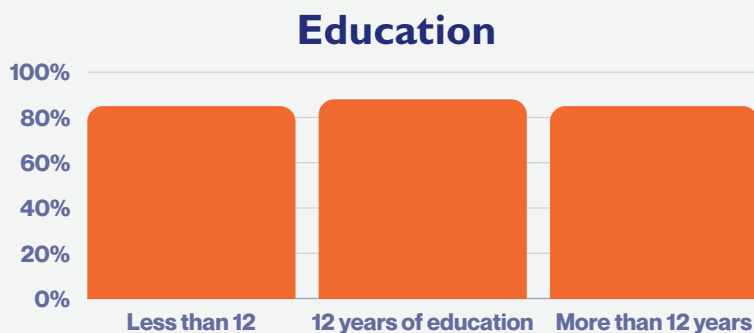
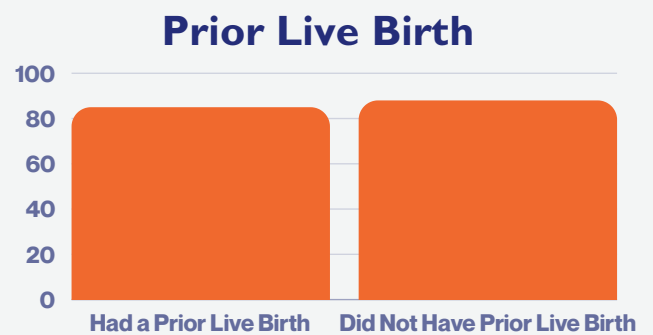
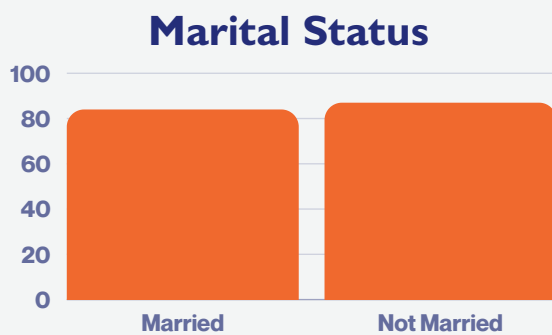
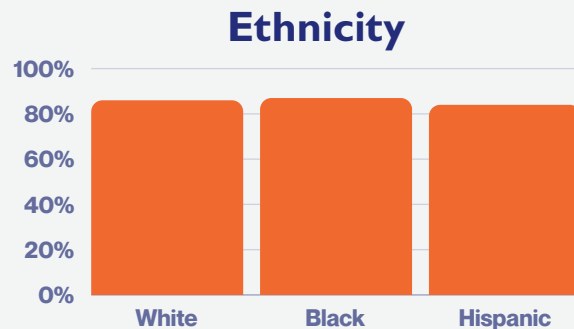
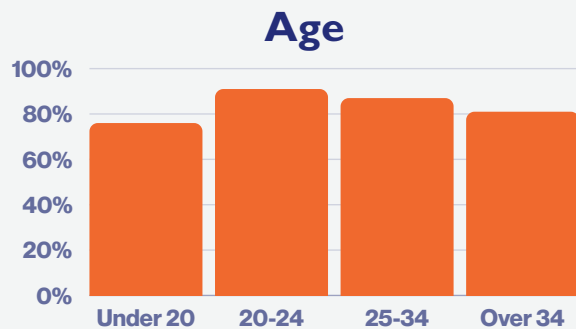


Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

During any of your prenatal care visits, did a doctor, nurse, or other health care worker ask you if you were feeling down or depressed? (% “Yes”)

85.9% Total said “Yes”

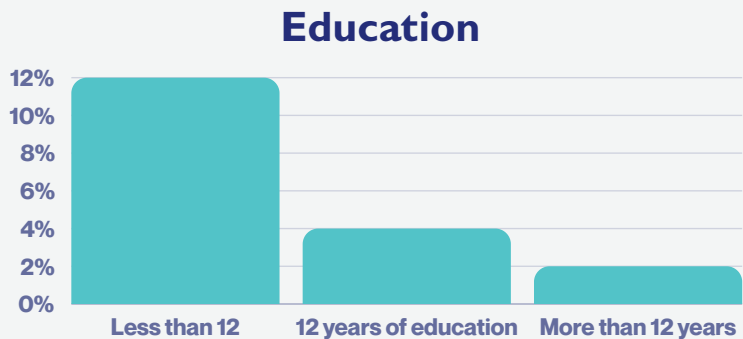
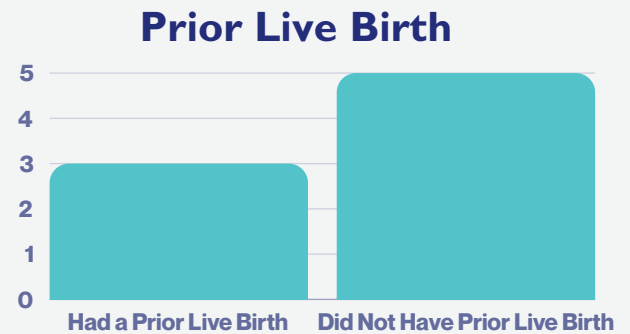
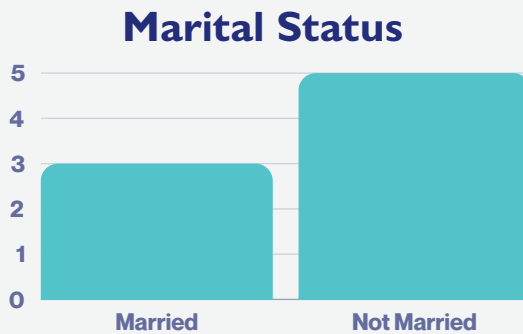
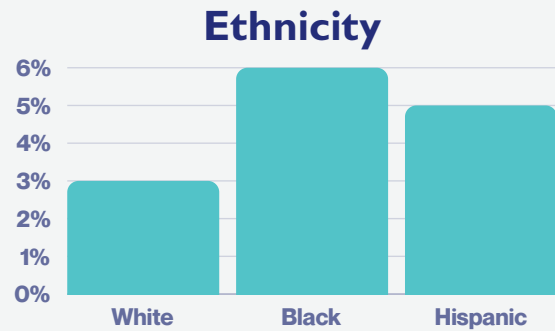
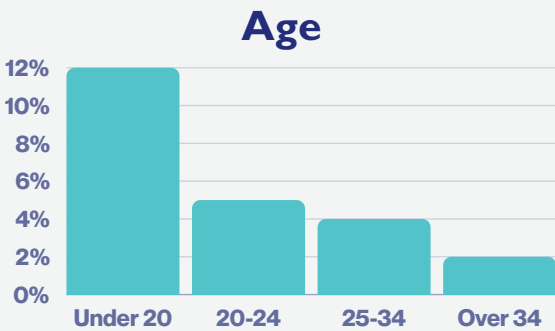


Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

During your most recent pregnancy, did a home visitor come to your home to help you prepare for your new baby? (% “Yes”)

4.1% Total said “Yes”



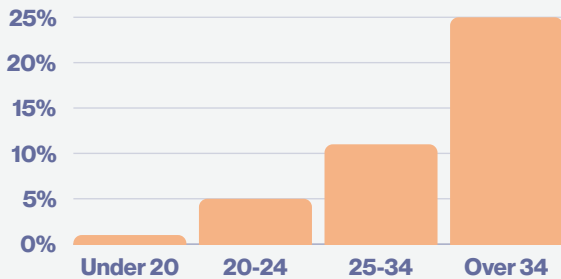
Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

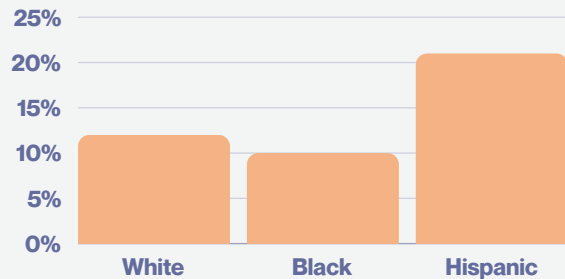
During your most recent pregnancy, did you have gestational diabetes (diabetes that started during this pregnancy)? (% “Yes”)

13.1% Total said “Yes”

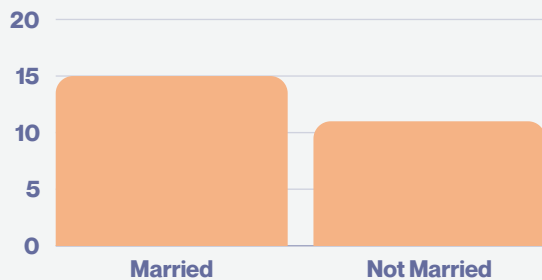
Age



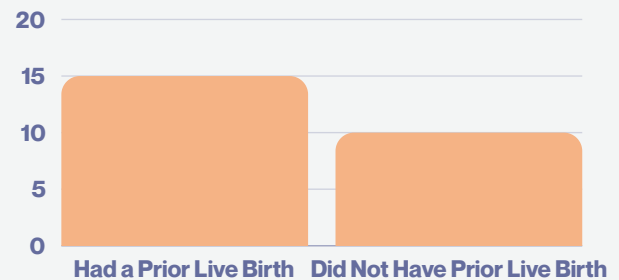
Ethnicity



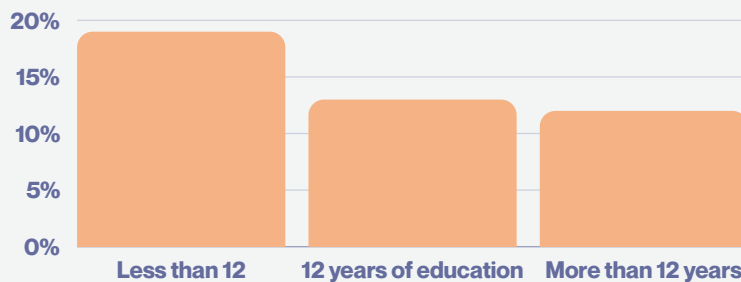
Marital Status



Prior Live Birth



Education



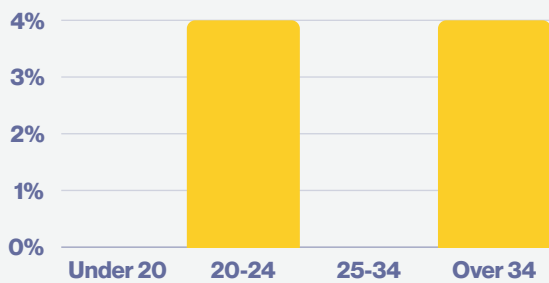
Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

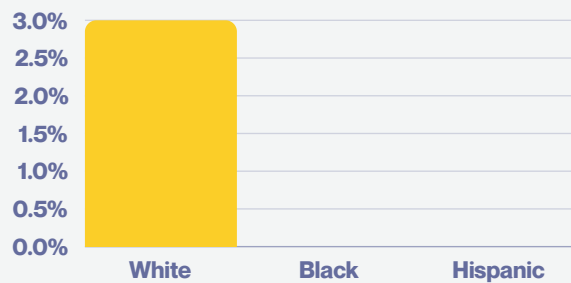
A doula was with me in the hospital delivery room as a support person during my labor and delivery. (% “Yes”)

1.2% Total said “Yes”

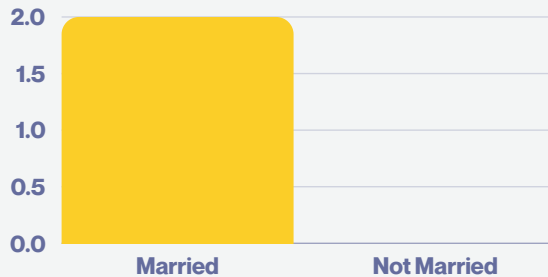
Age



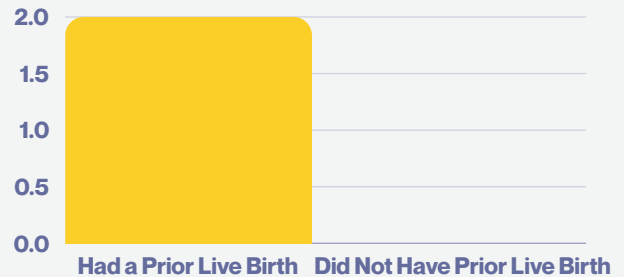
Ethnicity



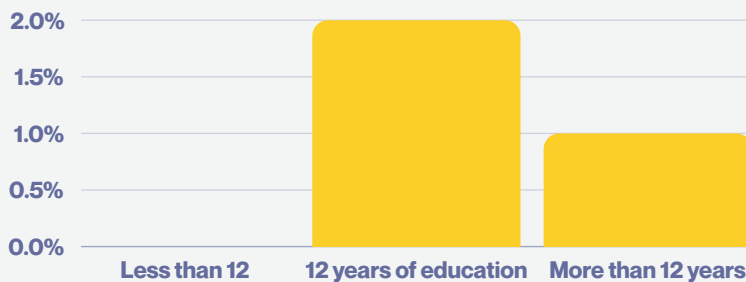
Marital Status



Prior Live Birth



Education



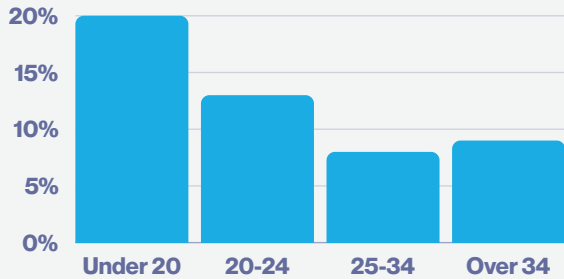
Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

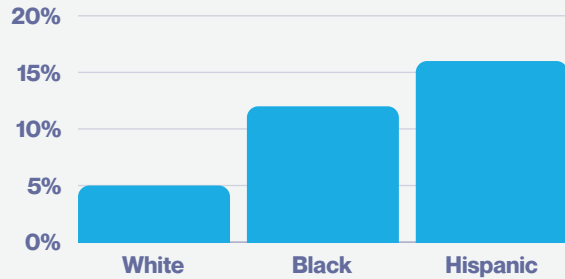
During the 12 months before your new baby was born, did you lose your job even though you wanted to go on working?(% “Yes”)

9.4% Total said “Yes”

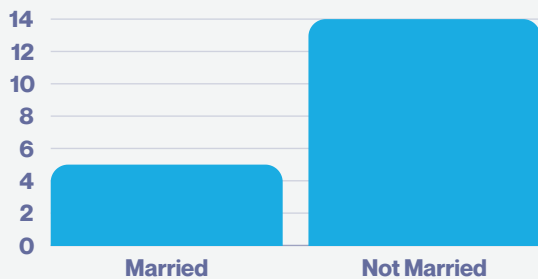
Age



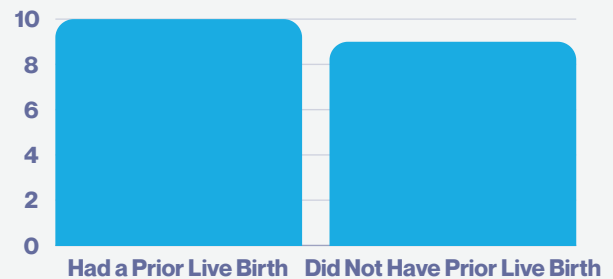
Ethnicity



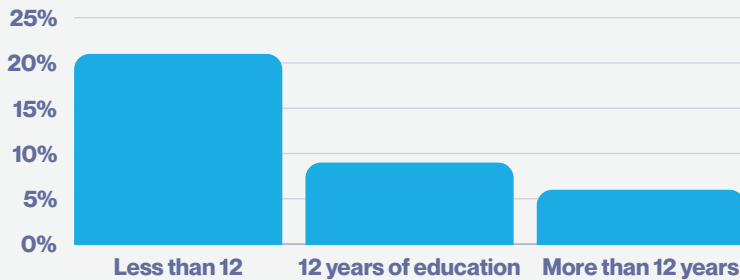
Marital Status



Prior Live Birth



Education

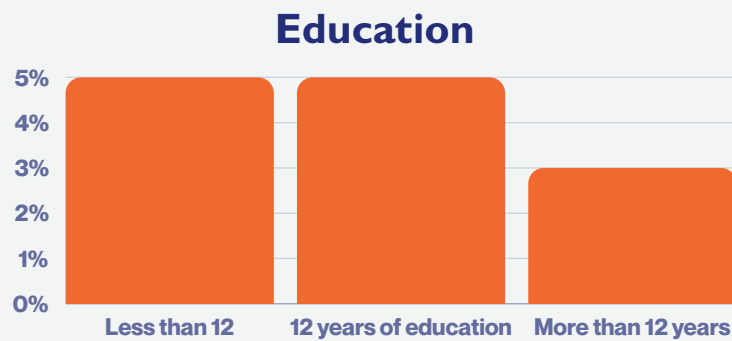
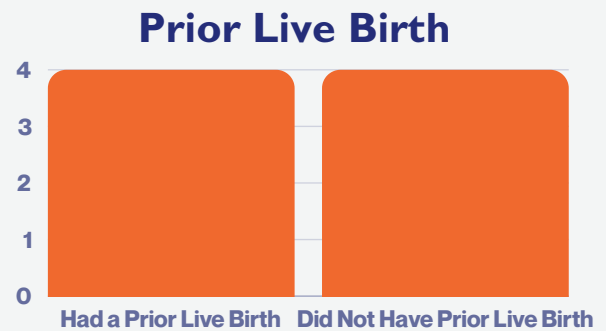
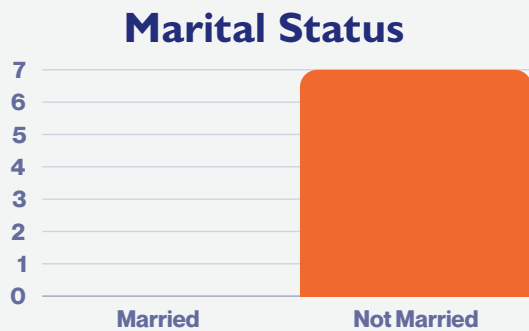
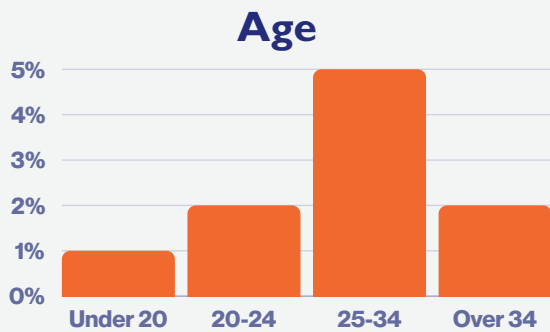


Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

During the 12 months before your new baby was born, were you homeless or had to sleep outside, in a car, or in a shelter? (% “Yes”)

3.5% Total said “Yes”



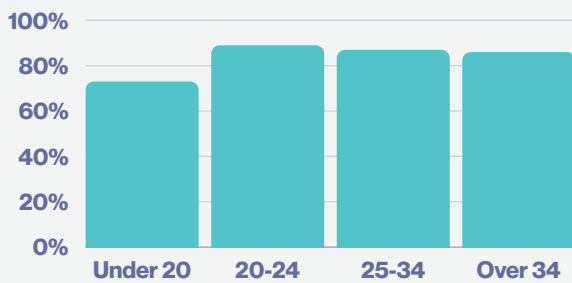
Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

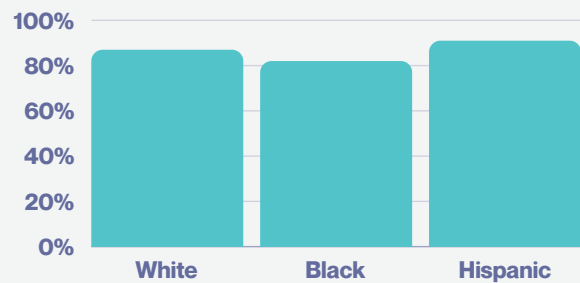
Did you ever breastfeed or pump breast milk to feed your new baby, even for a short period of time? (% “Yes”)

86.6% Total said “Yes”

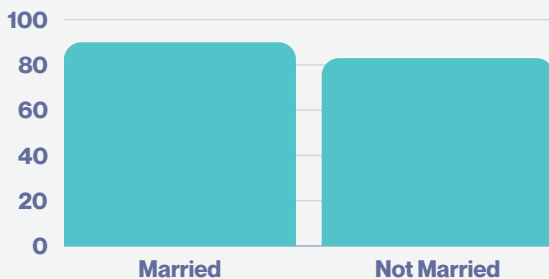
Age



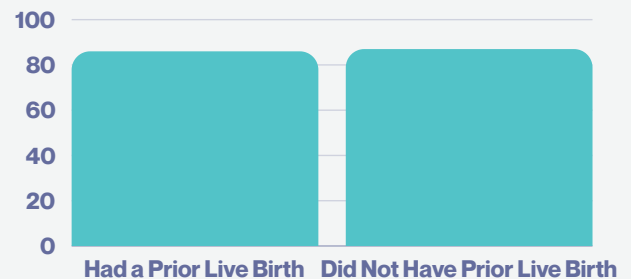
Ethnicity



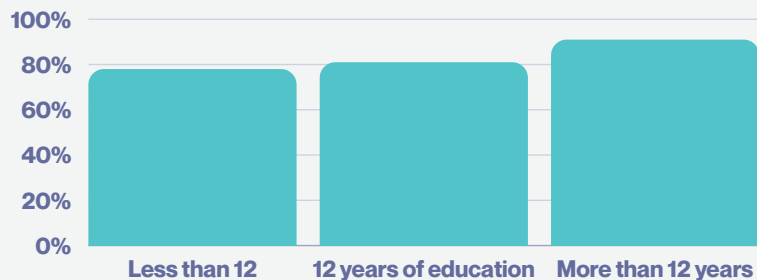
Marital Status



Prior Live Birth



Education



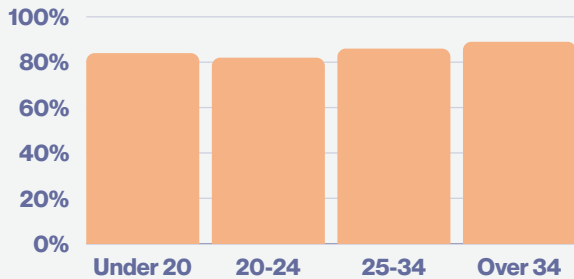
Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

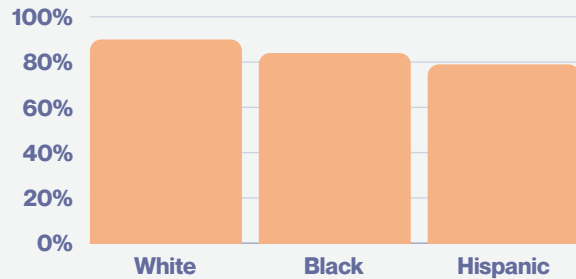
Since your new baby was born, have you had a postpartum checkup for yourself? (“Yes”)

86.2% Total said “Yes”

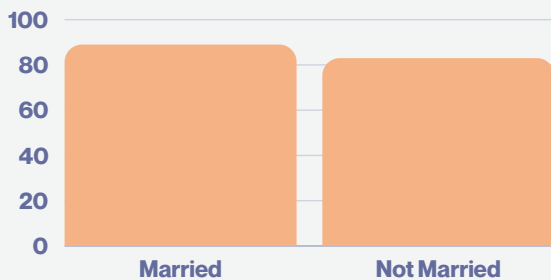
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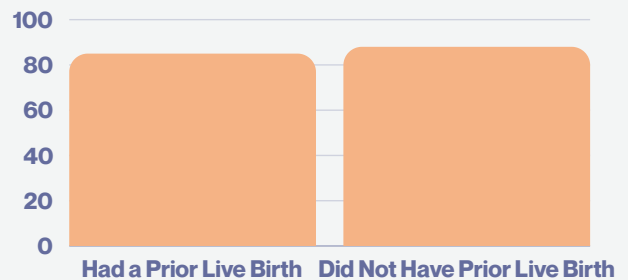
Ethnicity



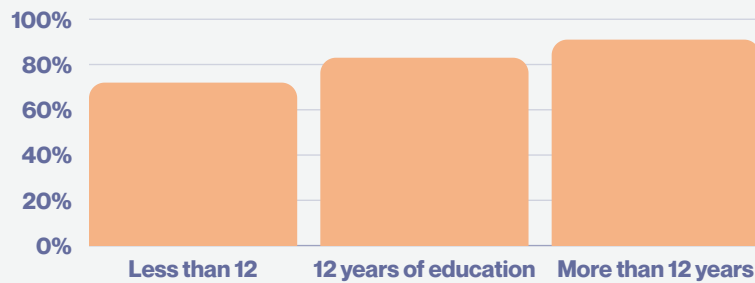
Marital Status



Prior Live Birth



Education



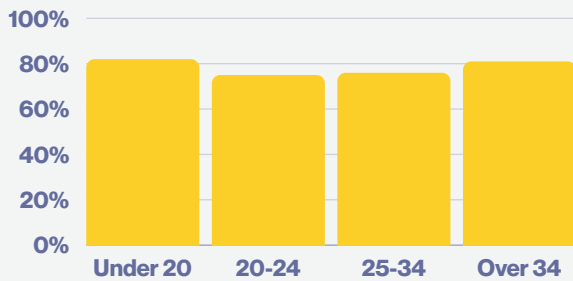
Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

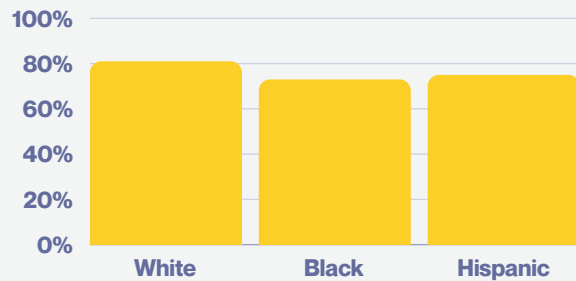
During your postpartum checkup, did a doctor, nurse, or other health care worker ask you if you were feeling down or depressed? (% “Yes”)

77.4% Total said “Yes”

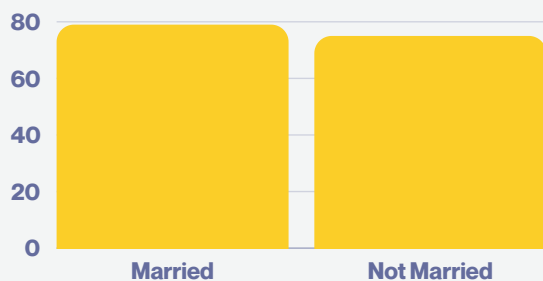
Age



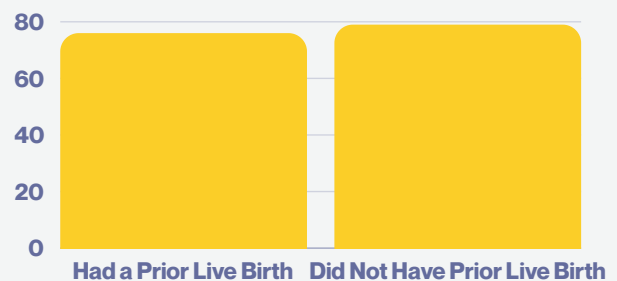
Ethnicity



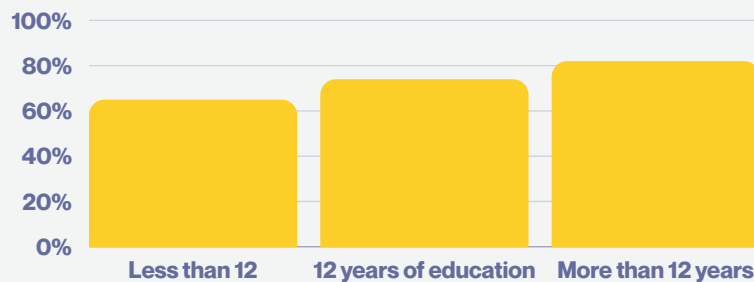
Marital Status



Prior Live Birth



Education

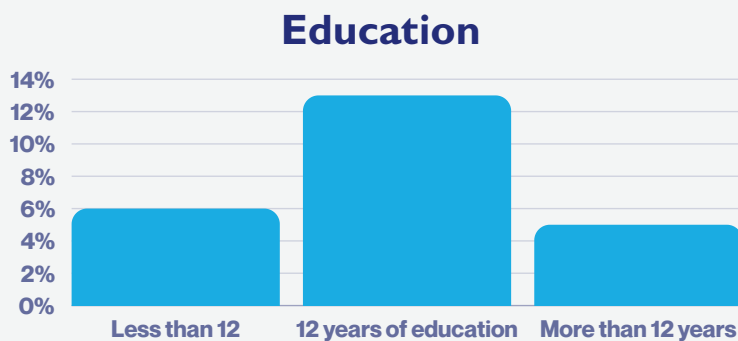
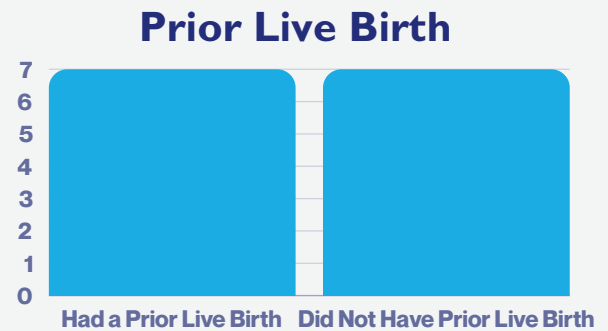
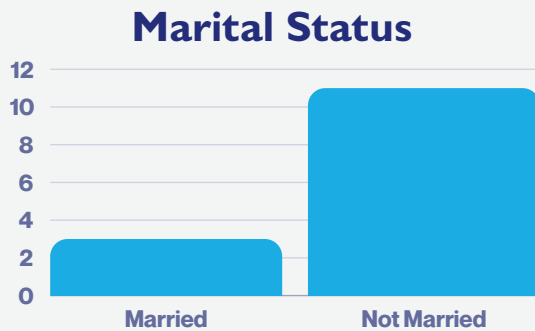
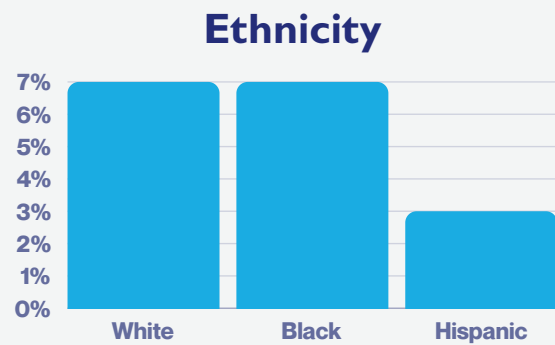
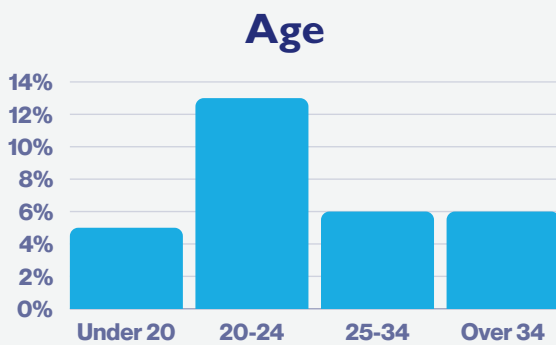


Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Delaware Women and Prenatal Care

Since your new baby was born, have you always or often felt down, depressed, or hopeless?*** (% “Yes”)

6.9% Total said “Yes”



Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Pregnancy Risk Assessment Monitoring System (PRAMS), 2021 Analysis

Births to Delaware Women, Delaware, 2021

	Number	Percent
Total Births	10,482	100%
Births to women receiving late or no prenatal care	621	6%
Births that occurred at less than 37 weeks	1,393	13%

Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Health Statistics Center

Number Of Fetal Deaths By Race/Ethnicity, 2021

	All Races	White Non-Hispanic	Black Non-Hispanic	Other Non-Hispanic	Hispanic
Delaware	52	12	27	0	13
Kent	12	5	6	0	1
New Castle	28	6	16	0	6
Sussex	12	1	5	0	6

*Fetal deaths are reportable events if the fetus weighs at least 350 grams, or if weight is unknown, has reached at least 20 weeks of gestation

Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Health Statistics Center

Perinatal Mortality Rates By Race, 2021

Location Race/Ethnicity	Rate	Location Race/Ethnicity	Rate
Delaware All Races	6.3	New Castle All Races	6.5
White Non-Hispanic	4.0	White Non-Hispanic	4.2
Black Non-Hispanic	10.5	Black Non-Hispanic	10.2
Kent All Races	7.2	Sussex All Races	4.9
White Non-Hispanic	4.4	White Non-Hispanic	3.0
Black Non-Hispanic	12.9	Black Non-Hispanic	8.2

*Perinatal is the period of time when you become pregnant and up to a year after giving birth.

Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Health Statistics Center

Delaware Women and Maternal Deaths, 2021

Location	Delaware	Kent	New Castle	Sussex
Number of Maternal Deaths	3	1	1	1

Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Health Statistics Center

Workforce and Economic Security

Delaware has experienced steady economic growth over the last decade as well as healthy increases in state revenue. And while many of the industries that Delaware is known for, including agriculture, healthcare, and financial services continue to be strong sectors, Delaware is on the cusp of growing other sectors, such as innovation and entrepreneurship. As Delaware pivots toward emerging industries, it is imperative that women are included in these emerging sectors. The existing disparity in wages highlights the critical need for women in Delaware to have equitable access to education, employment opportunities across all sectors, and affordable childcare or other caregiving support. Women are disproportionately represented in lower-paying jobs, particularly in minimum-wage roles, and are underrepresented in higher-paying STEM positions offering better benefits.

Despite women attaining more academic degrees than men, their salaries consistently lag behind those of their male counterparts at every level of educational attainment, with the most significant gap observed among those with graduate or professional degrees. Additionally, Black and Hispanic women earn considerably less than white women for every dollar earned by men. Women also shoulder a greater burden of caregiving responsibilities for children and elderly family members, a role exacerbated by the challenges of the pandemic and compounded by the high costs of childcare relative to women's lower wages. Furthermore, fewer women own businesses or homes, and they are more likely to experience poverty. Providing equal opportunities for women in Delaware's economy is imperative for their overall well-being, safety, educational attainment, and future success.

Delaware Women and Girls Living in Poverty

Location	Percent
Delaware	12%
Kent	14%
New Castle	12%
Sussex	13%
Wilmington	25%

Source: American Community Survey, 5-Year Estimate 2018-2022 Table B17001



15%

Of All Delaware Families with Children Live in Poverty



63%

Of Those Families Are Single Mothers

Delaware Women and Girls Living in Poverty by Race/Ethnicity

Hispanic	Black	White
<p>9,335</p> <p>20% of all Hispanic women and girls</p>	<p>20,166</p> <p>18% of all Black women and girls</p>	<p>25,762</p> <p>9% of all White women and girls</p>

Source: American Community Survey, 5-Year Estimate 2018-2022 Table B17001 (B, I, H)

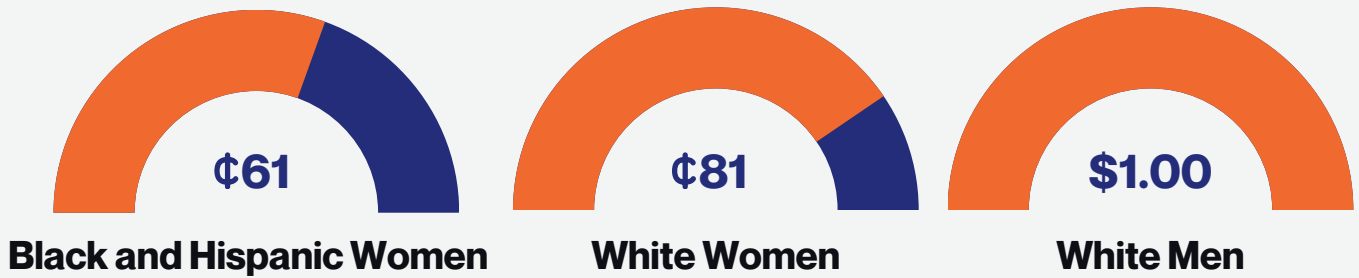
Delaware Families Living in Poverty by Family Type

Family Type	Total
Single Mothers with Children	8,822
Single Mothers with Children Under 5 years	1,414
Single Mothers with Children 5 to 17 years	4,617

Source: American Community Survey, 5-Year Estimate 2018-2022 Table B17001

Delaware Women and the Gender Wage Gap

Black and Hispanic Delaware women earn 61 cents and White women 81 cents for every \$1 earned by White men



Source: American Community Survey, 1-Year Estimate 2022 Table S0201

Delaware Women in the Labor Force



Source: American Community Survey, 5-Year Estimate 2018-2022 Table S2301

Delaware Women and Unemployment

	Women	Women with Children	Men
Unemployment Rate	5.3	5.8	4.9

Source: American Community Survey, 5-Year Estimate 2018-2022 Table S2301

Delaware Women by Occupation and Wage Gap in Sector

Occupation	% in Occupation that are Women	Cents for Every \$1 Earned by Men in that Occupation
Management, business, science, and arts occupations:	56%	.73
Management, business, and financial occupations:	50%	.72
Management occupations	45%	.70
Business and financial operations occupations	58%	.75
Computer, engineering, and science occupations:	32%	.81
Computer and mathematical occupations	30%	.76
Architecture and engineering occupations	16%	.85
Life, physical, and social science occupations	53%	.88
Education, legal, community service, arts, and media occupations:	66%	.80

Delaware Women by Occupation and Wage Gap in Sector

Occupation	% in Occupation that are Women	Cents for Every \$1 Earned by Men in that Occupation
Community and social service occupations	69%	.94
Legal occupations	62%	.60
Educational instruction, and library occupations	70%	.85
Arts, design, entertainment, sports, and media occupations	48%	.86
Healthcare practitioners and technical occupations:	78%	.76
Health diagnosing and treating practitioners and other technical occupations	79%	.61
Health technologists and technicians	75%	.75
Service occupations:	54%	.76

Delaware Women by Occupation and Wage Gap in Sector

Occupation	% in Occupation that are Women	Cents for Every \$1 Earned by Men in that Occupation
Protective service occupations:	23%	.95
Firefighting and prevention, and other protective service workers including supervisors	29%	.87
Law enforcement workers including supervisors	17%	.94
Food preparation and serving related occupations	58%	.85
Building and grounds cleaning and maintenance occupations	32%	.72
Personal care and service occupations	72%	.70
Sales and office occupations:	64%	.77
Sales and related occupations	50%	.72
Healthcare support occupations	85%	.74

Delaware Women by Occupation and Wage Gap in Sector

Occupation	% in Occupation that are Women	Cents for Every \$1 Earned by Men in that Occupation
Office and administrative support occupations	76%	.85
Natural resources, construction, and maintenance occupations:	4%	.60
Farming, fishing, and forestry occupations	23%	.69
Construction and extraction occupations	3%	.68
Installation, maintenance, and repair occupations	3%	.90
Production, transportation, and material moving occupations:	23%	.68
Production occupations	27%	.64
Transportation occupations	16%	.70
Material moving occupations	28%	.82

Source: American Community Survey, 5-Year Estimate 2018-2022 Tables [B24022](#) and [C24010](#)

Delaware Women and Small Business Ownership

The 2023 Small Business Profile that is created annually by the US Small Business Administration, Office of Advocacy reported that women made up **49.1 percent of workers and owned 42.0 percent of businesses** in Delaware.

Business Ownership Gender	# of Businesses without employees	# of Businesses with employees	Total businesses
Female	27,000	3,400	30,400
Male	37,000	12,108	49,108
Owned Equally by Both	2,800	2,316	5,116

Source US Small Business Administration, Office of Advocacy, 2023 Small Business Profile

Encouraging Development, Growth & Expansion (EDGE)

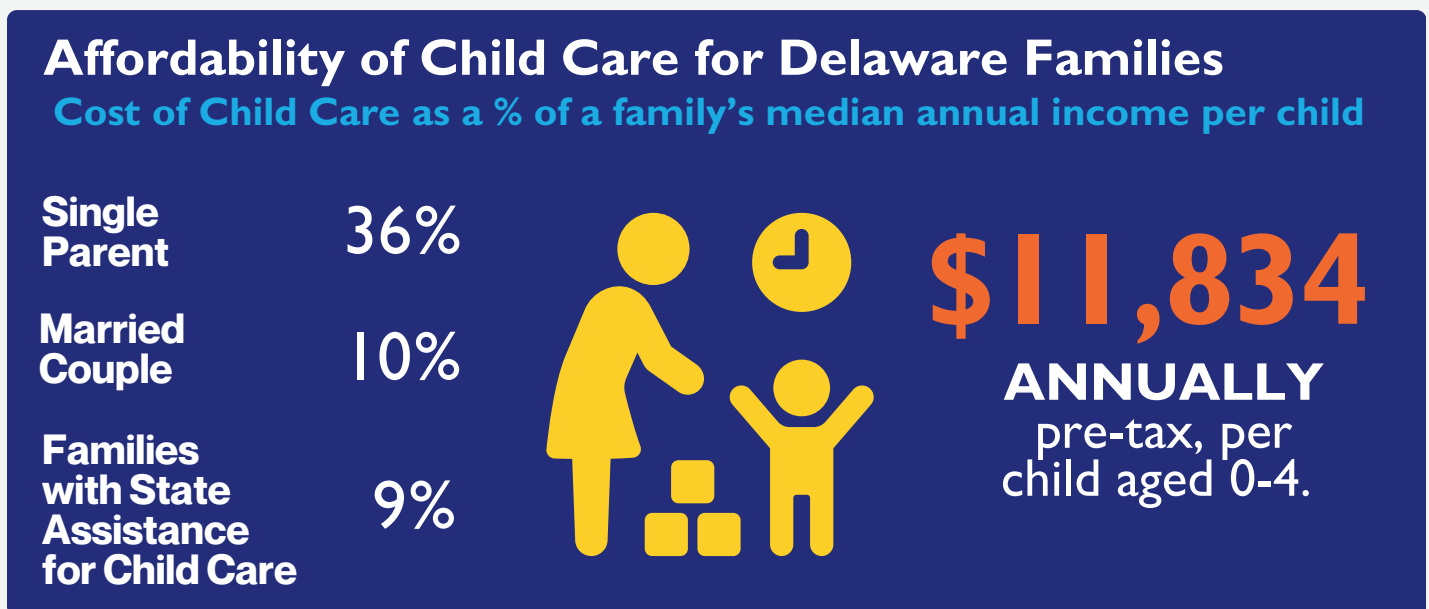
The EDGE Competition gives young, qualified Delaware small businesses an edge by offering access to grant funding through a competitive selection process. The Division of Small Business awards EDGE Grants to five STEM-based companies who can each receive up to \$100,000 for eligible expenses. As well as five Entrepreneur Class (non-STEM) businesses that can each get up to \$50,000. The funds are provided as a \$3 (state) to \$1 (business) match and the Division can provide up to 10 grants per application round (spring/fall). Since the program's inception in 2019, 31 of the 100 EDGE Grant Competition winners have been woman-owned businesses. Furthermore, Delaware's Office of Supplier Diversity has several Diverse Business Certifications including one that is for Women Owned Businesses. In FY '23, out of the 934 Diverse Certified Vendors, 43%, or 401, were certified as women-owned businesses.

Source Delaware's Office of Supplier Diversity FY23 Annual Report

How Child Care Needs Affect Delaware Women

The affordability of child care services plays a pivotal role in shaping women's participation in the workforce. High child care costs often act as a significant barrier for women, particularly those with lower incomes, to enter or remain in the workforce. With the high cost of child care services, many women are forced to make difficult choices between pursuing their careers and providing care for their children. This dilemma disproportionately affects women, as they still primarily bear the responsibility for caregiving duties within families. Consequently, inaccessible or unaffordable child care options can limit women's career opportunities, hinder their professional advancement, and perpetuate gender inequalities in the workplace. According to a report by the Delaware Business Roundtable, 13% of Delaware children had a parent that was not in the workforce because of child care issues, leading to over \$400 million in lost earnings, productivity, and revenue.[45] Policies aimed at addressing the affordability of child care are essential not only for supporting women's economic empowerment but also for fostering inclusive and equitable workforce participation. The Carney Administration has invested millions of dollars in child care initiatives and programs for FY25 alone, as well as increased Purchase of Care reimbursement rates.[46] To better help Delaware families find the care they need, the Administration also expanded applicant eligibility for Purchase of Care to 200% of the poverty level, in addition to capping a family's co-payments at 7% of family income and removing all co-pays for families below 150% of the federal poverty level.[47]

The First State Pre-K Coalition, of which Rodel and the Delaware Association for the Education of Young Children (deaeyc) are members, share the following research about Delaware families and the costs of child care.



Source: *Rodel, "Child Care is Unaffordable to Most Delaware Families"*

Members of the First State Pre-K Coalition surveyed parents and/or caregivers of children under age five in Delaware. Selected results from that survey can be found on the next two pages.

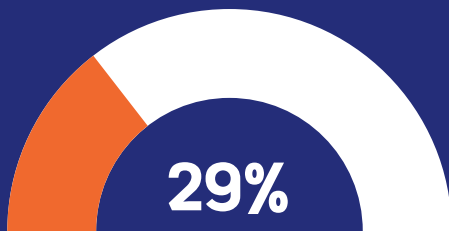
Which of the following statements are true about your child care expenses? (Select all that apply)

46%

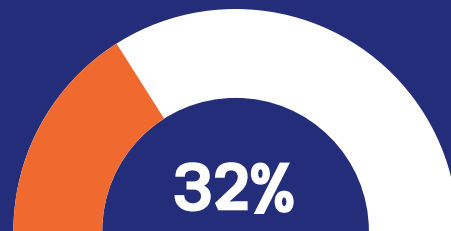
Nearly half report that child care is their biggest expense.

34%

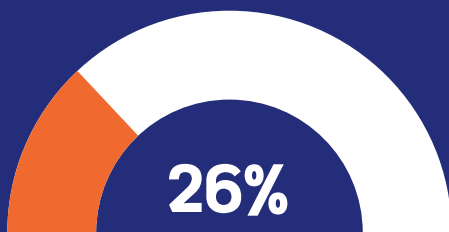
More than a third responded that child care expenses are more costly than their mortgage



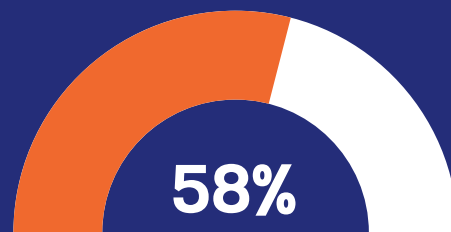
They are more costly than our college loan payment



It contributes to our debt



We cannot save for college



They prevent us from improving our families situation in at least one of the ways

80%

Reported a lack of affordable child care that fully meets their needs held their family back from improving their situation in at least one way (take a job or increase hours at work, go back to school, buy a home, and/or other).

83%

Have difficulty accessing child care programs for one or more reasons (too expensive, hours of program don't meet your needs, lack of providers in your area, programs in the area are full, programs unable to meet child's special needs, providers do not speak the child's language, transportation, cultural/ religious reasons, confidence/ trust in child care provider, and/or other).

37%

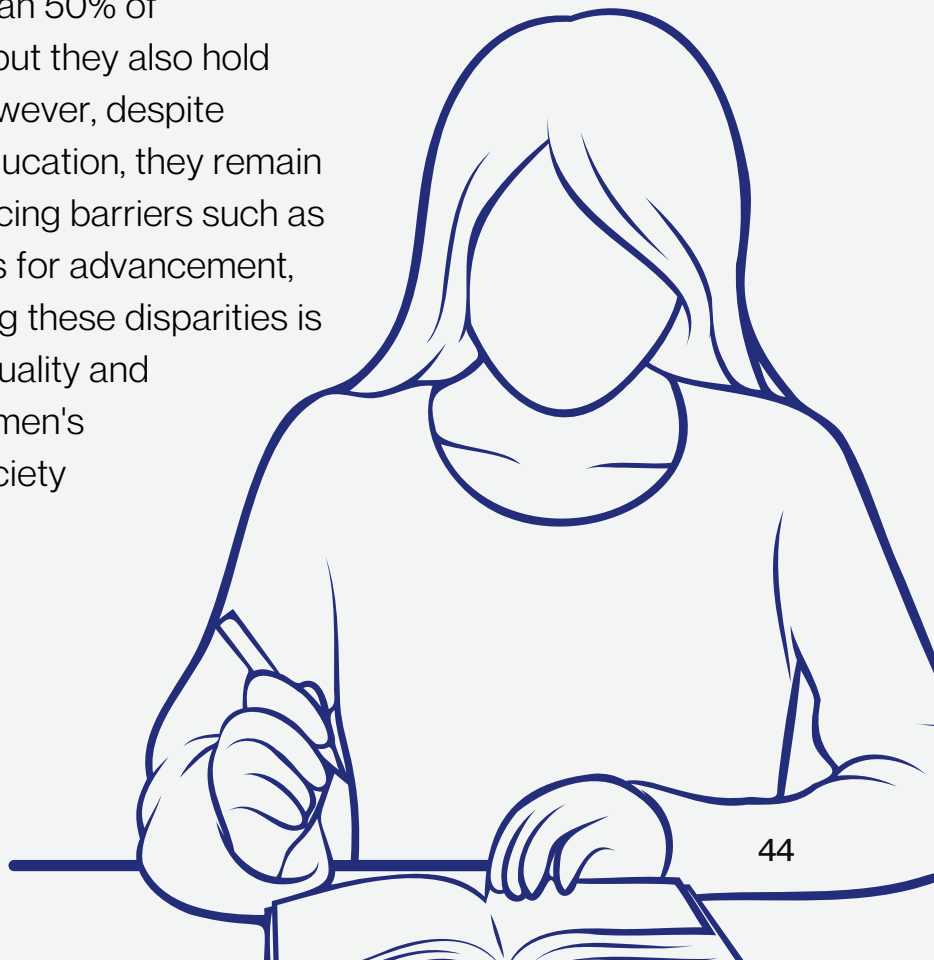
Were placed on a waitlist by two or more of the centers that they contacted. Many respondents said waitlists were months long, so to be put on one was essentially to be turned away.

Source: First State Pre-K Coalition 2023 Parent Survey

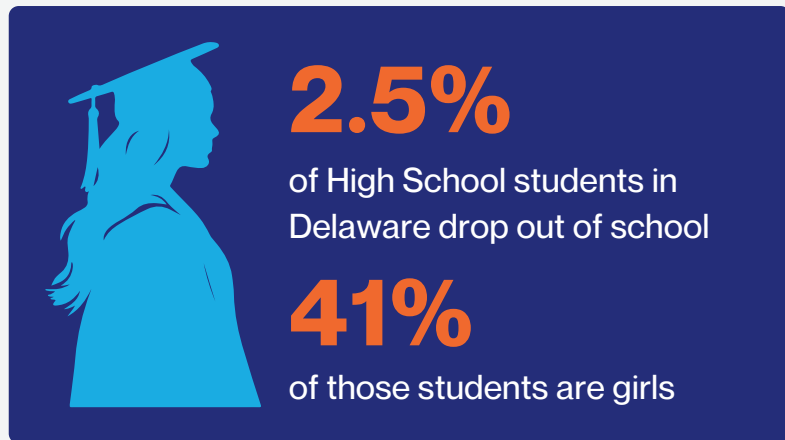
Education

Education for women is not only a fundamental right but also a critical driver of societal progress and empowerment. Access to education equips women with the skills, knowledge, and confidence necessary to participate fully in economic, social, and political spheres. Beyond individual benefits, educating women leads to broader societal advantages, including improved health outcomes, lower fertility rates, and enhanced economic growth.

Women not only make up more than 50% of Delaware's education workforce, but they also hold more postsecondary degrees. However, despite progress in women's access to education, they remain underrepresented in academia, facing barriers such as gender bias, unequal opportunities for advancement, and limited mentorship. Addressing these disparities is essential for promoting gender equality and harnessing the full potential of women's contributions to academia and society as a whole.



Delaware Women and Education Attainment



DDOE reported that the most common reason for dropping out of school were economic and employment factors.

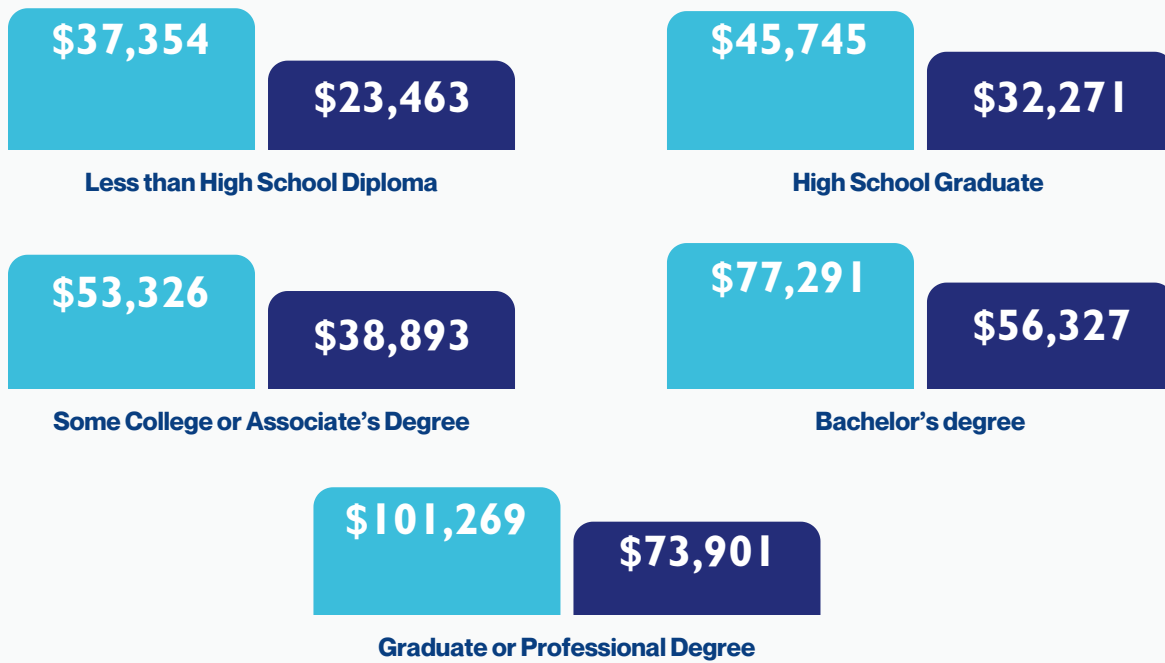
Source: Delaware Department of Education, Delaware Dropout Summary 2021/22 School Year

Education Level	Population 25 Years and Over			
	Delaware	Total Number	% of Men	% of Women
Less than 9th grade		21,962	3.4%	2.9%
9th to 12th grade, no diploma		39,382	6.8%	4.6%
High school graduate (includes equivalency)		208,129	31.4%	28.2%
Some college, no degree		130,994	18.5%	18.9%
Associate degree		58,540	6.9%	9.7%
Bachelor's degree		139,213	19.3%	20.4%
Graduate or professional degree		102,144	13.8%	15.3%

Source: American Community Survey, 5-Year Estimate 2018-2022 Table S15011

Delaware Women's Earning by Education Attainment

Men Women



Source: American Community Survey, 5-Year Estimate 2018-2022 Table S15011

Delaware Women and College Enrollment

	Delaware	Kent	New Castle	Sussex
Total Women over age 15	426,893	77,293	243,702	105,898
Enrolled in public college or graduate school	28,541	6,149	17,777	4,615
15 to 17 years	123	0	123	0
18 to 24 years	17,364	4,018	11,190	2,156
25 to 34 years	5,427	1,144	3,262	1,021
35 years and over	5,627	987	3,202	1,438

Source: American Community Survey, 5-Year Estimate 2018-2022 Table S15011

Delaware Women and College Enrollment

	Delaware	Kent	New Castle	Sussex
Enrolled in private college or graduate school:	7,940	1,589	5,318	1,033
15 to 17 years	5	0	4	1
18 to 24 years	3,057	664	2,141	252
25 to 34 years	2,130	381	1,352	397
35 years and over	2,748	544	1,821	383
Not enrolled in college or graduate school:	390,412	69,555	220,607	100,250
15 to 17 years	17,777	3,652	10,483	3,642
18 to 24 years	22,557	4,248	13,576	4,733
25 to 34 years	56,340	10,589	35,595	10,156
35 years and over	293,738	51,066	160,953	81,719

Source: American Community Survey, 5-Year Estimate 2018-2022 B14004

Women and the University of Delaware

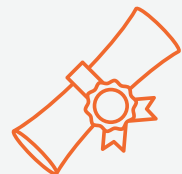
Full-time enrollment at the University of Delaware is 21,510 students. Students enrolled at the University of Delaware in full-time Undergraduate programs are most commonly White women (40.7%), White men (27.7%), and Hispanic women (6.1%).

Source: DATA USA, 2021

University of Delaware Graduation Rate by Gender and Race/Ethnicity, 2021

Race/Ethnicity	Graduation Rate Women	Graduation Rate Men
Asian	84%	76%
Black or African American	76%	64%
Hispanic or Latino	83%	74%
White	87%	83%
Two or More Races	79%	85%

The most common majors with degrees awarded to women by UD were Registered Nursing and Experimental Psychology, and General Finance and General Business Administration & Management for men.



Source: DATA USA, 2021

Women Working at the University of Delaware by Academic Rank, 2021

- 393 men are tenured professors or associate professors vs. **255 women (63 women of color)**
- 104 men are associate or assistant professors on the tenure track vs. **92 women (27 women of color)**
- 118 men had multi-year contracts to be a professor, associate or assistant professor, or instructor vs. **190 women (40 women of color)**
- 46 men had annual contracts to be a professor, associate or assistant professor, or instructor vs. **39 women (7 women of color)**

Source: Integrated Postsecondary Education Data System

Average Annual Salaries for University of Delaware Staff by Academic Rank 2022-23

Academic Rank	Salary for Women-12 Months	Salary for Men-12 Months	Salary for Women-9 months	Salary for Men-9 months
Professors	169,206	168,757	234,930	157,855
Associate professors	137,165	120,084	110,614	112,030
Assistant professors	115,842	107,759	105,696	100,387
ALL	137,846	134,105	123,864	116,477

Source: Integrated Postsecondary Education Data System

Women and Delaware State University

Full-time enrollment at Delaware State University is 4,471 students. Students enrolled at Delaware State University in full-time Undergraduate programs are most commonly Black or African American women (47.3%), followed by Black or African American men (24.2%) and Hispanic women (7.6%).

Source: DATA USA, 2021

Delaware State University Graduation Rate by Gender and Race/Ethnicity, 2021

Race/Ethnicity	Graduation Rate Women	Graduation Rate Men
Black or African American	53%	41%
Hispanic or Latino	39%	53%
White	31%	43%
Two or More Races	47%	23%

The most common majors with degrees awarded by DSU were Social Work and Psychology for women, and Mass Communications and General Business Administration for men.



Source: DATA USA, 2021

Women Working at Delaware State University by Academic Rank, 2021

- 72 men are tenured professors or associate professors vs. 44 women (31 women of color)
- 27 men are associate or assistant professors on the tenure track vs. 31 women (21 women of color)
- 13 men had annual contracts to be a professor, associate or assistant professor, or instructor vs. 16 women (9 women of color)

Source: Integrated Postsecondary Education Data System

Average Annual Salaries for Delaware State University Staff by Academic Rank 2022-23

Academic Rank	Salary for Women-12 Months	Salary for Men-12 Months	Salary for Women-9 months	Salary for Men-9 months
Professors	111,011	114,865	91,414	92,200
Associate professors	97,243	106,119	78,812	77,343
Assistant professors	76,271	76,000	67,414	65,565
ALL	91,729	95,998	72,422	77,349

Source: Integrated Postsecondary Education Data System

Safety

The issue of gender-based violence encompasses acts or threats of physical and or mental harm including domestic abuse or violence, sexual assault, homicide, trafficking, harassment, or coercion in either the public or private sector. Gender-based violence is primarily directed toward women and is detrimental to victims' physical and mental well-being. It also creates disproportionate negative impacts on women's ability to achieve economic security or prosper to their fullest potential. Policies that seek to help victims of gender-based violence and greater gender and racial diversity in fields meant to maximize the safety of all Delaware residents can significantly help create awareness and initiatives to decrease gender-based violence, while providing equal opportunity in these important fields.

Domestic Violence in Delaware, Fiscal Year 2023

22,232

combined criminal and non-criminal domestic violence incidents reported in Delaware.

10,496

reported criminal domestic violence incidents.

3,529

calls were received by the Domestic Violence Hotlines statewide.

3,741

Protection from Abuse Orders were filed in Delaware's Family Court, of which **39% resulted in an order being issued.**

1,913

calls to the Domestic Violence Hotline in **New Castle County**

1,616

calls to the Domestic Violence Hotline in **Kent and Sussex Counties.**

2,374

criminal domestic violence incidents resulted in physical injury to the victim, and **74% of the victims were female.**

496

Individuals were sheltered by emergency housing due to domestic violence statewide including **260 women and 236 children.** **An additional 119 women and 129 children were provided with emergency hotel stays.**

Source: Delaware Domestic Violence Coordinating Council, Annual Report, 2023

In 2022, there were five deaths related to intimate partner violence, including four victims, of which two of which were women.

Source: Delaware Domestic Violence Coordinating Council, Fatal Incident Review Team Report, 2023

Delaware Women and Rape and Sexual Assaults Offenses

Geography	Rape by force	Rape by force-attempted	Forcible Fondling	Human Trafficking
Delaware	229	7	317	10
New Castle	129	5	145	5
Kent	70	1	94	4
Sussex	30	1	78	1

Source: Delaware Statistical Analysis Center, "Crime in Delaware," 2023.

Reported Campus Sexual Assault in Delaware, 2023

College/University	# of rape cases	# of nonconsensual genital contact cases	# of nonconsensual physical/sexual contact
University of Delaware	8	3	8
Delaware Technical Community College	4	1	2
Goldey-Beacom College	1	0	2
Delaware State University	0	1	3
Wilmington University	0	0	0

Source: Delaware Department of Justice, Campus Sexual Assault in Delaware Annual Report, 2023.

Delaware Women and Incarceration, 2023

Delaware’s Bureau of Prisons operates one Level V facility that houses women that have been convicted of a crime and are serving a sentence, as well as those that are not yet sentenced but waiting for the outcome of their case. In 2023, the Baylor Women’s Correctional Institute had 256 residents in their facility, representing 6% of Delaware’s incarcerated population. The number of women under supervision by the Department of Corrections through Probation and Parole, Home Confinement, or Pretrial Services totaled 1,967 (20% of those populations).

Women Working in the Delaware Department of Corrections

20% of Correctional Officers

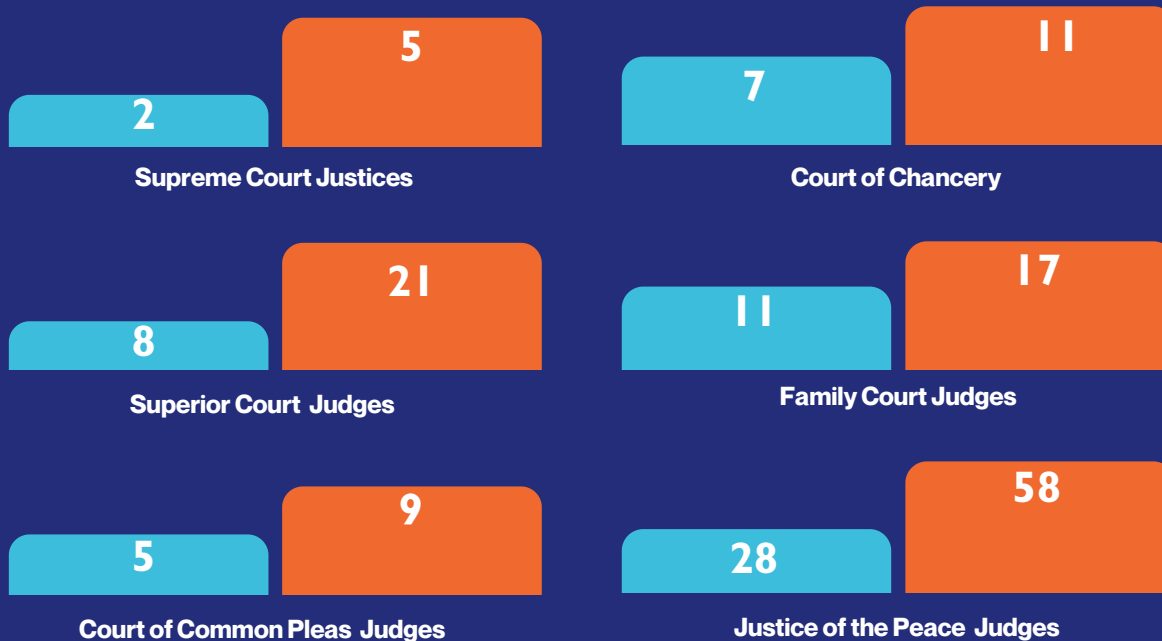
43% of Probation Officers

71% of Support Staff

Source: Delaware Department of Corrections. Annual Report, 2023

Women in the Delaware Judiciary, 2023

■ Women ■ Men



Source: The Delaware Judiciary Annual Report, “One Vision, One Branch,” 2023

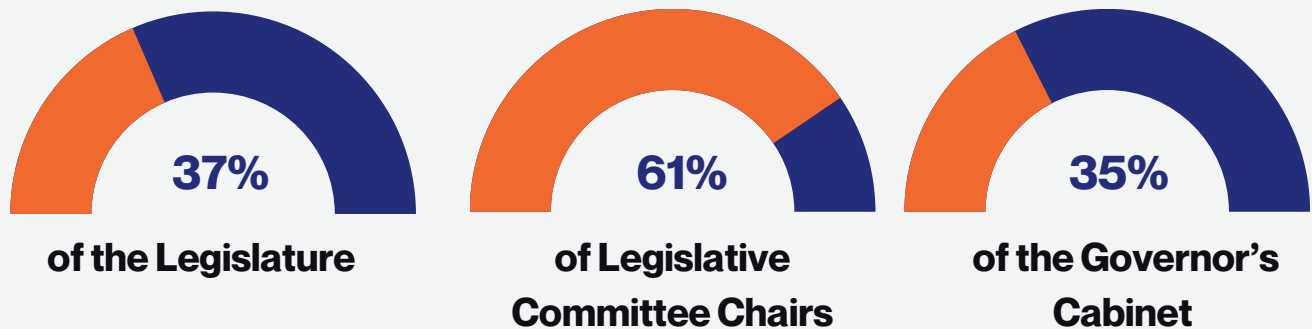
Leadership

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%

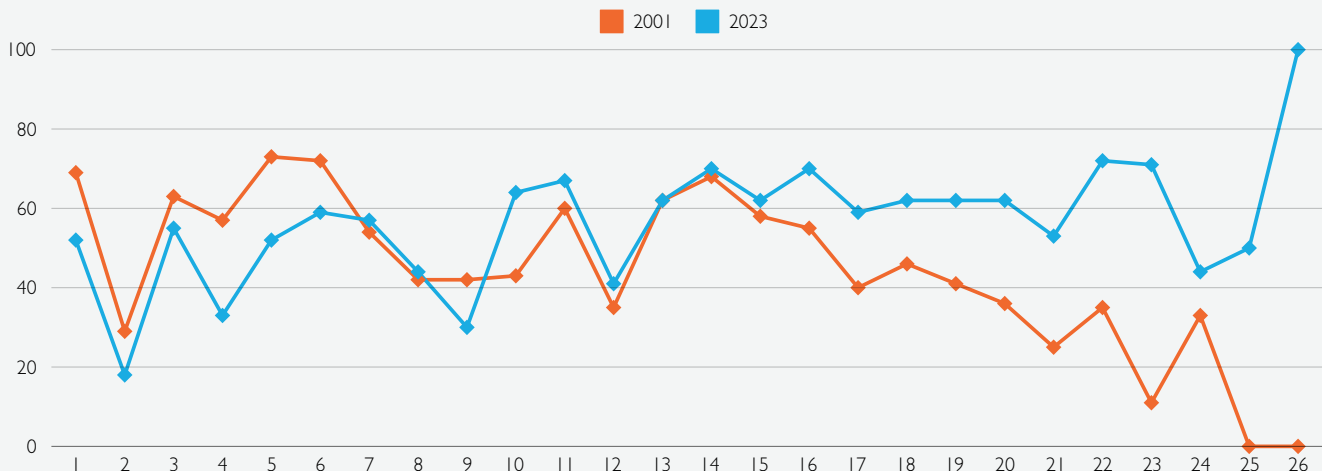
Delaware State Employees by Pay Grade and Gender Con't

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.

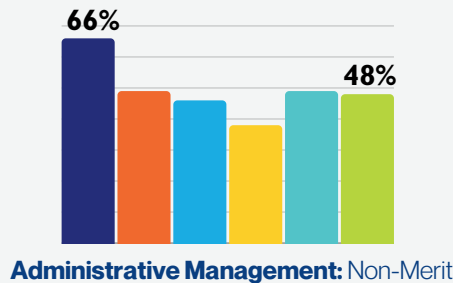
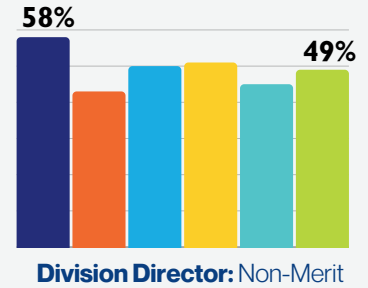
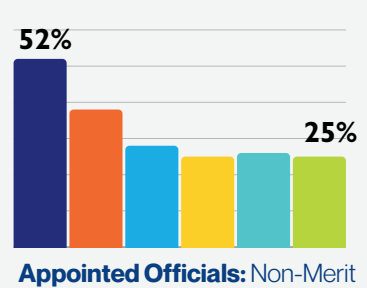
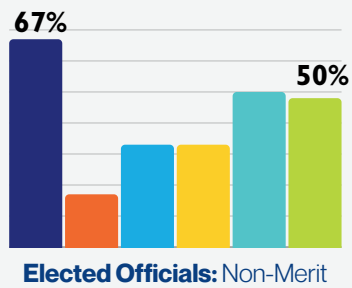
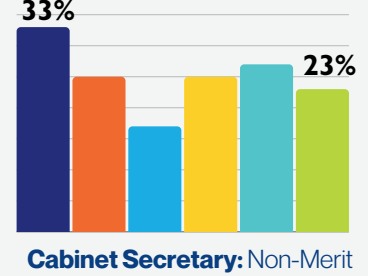
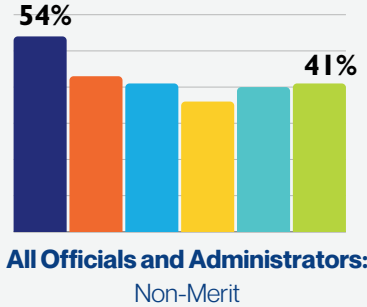
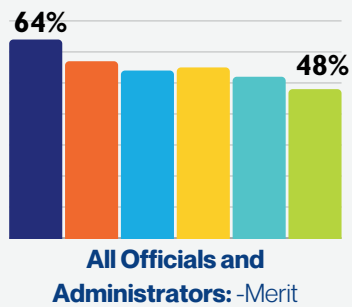
Percent of Women in Leadership Positions for the State of Delaware

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.

Citations

Links to each data source are provided in the source line located by each dataset and are listed in order of appearance in the report.

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**WOMEN'S
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