

THE STATUS OF WOMEN IN NEW HAMPSHIRE

2018



**NEW HAMPSHIRE
WOMEN'S FOUNDATION**

MISSION

**THE NEW HAMPSHIRE
WOMEN'S FOUNDATION
INVESTS IN OPPORTUNITY
AND EQUALITY FOR
WOMEN AND GIRLS IN
NEW HAMPSHIRE THROUGH
RESEARCH, EDUCATION,
ADVOCACY, GRANTMAKING,
AND PHILANTHROPY. OUR
VISION IS ECONOMIC,
SOCIAL, AND POLITICAL
GENDER EQUALITY.**

Cover photo courtesy of Hospice Help Foundation, a New Hampshire Women's Foundation Community Grant recipient. Unless otherwise noted, all photos by Cheryl Senter.

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WELCOME!

The New Hampshire Women's Foundation is pleased to present our inaugural edition of **The Status of Women in New Hampshire**. This biennial report showcases a cross section of New Hampshire data including 15 “indicators” of women’s health, safety, economic security, and leadership.

Our indicators highlight notable successes, but also reveal significant challenges for women in New Hampshire. Across all indicators, Granite State women generally do as well as women in other New England states. Yet within New Hampshire, we see significant disparities based on region and race. We must focus our attention on these disparities to progress toward a future in which all New Hampshire women are healthy, safe, prosperous, and powerful.

Finally, this report includes snapshots of organizations and programs – including our own Women Run! initiative – doing work across the state to protect, engage, and empower New Hampshire women. We encourage you to learn more and join us in investing in opportunity and equality for women in the state. We are grateful to the many partners that make this work possible.

Thank you for your interest in **The Status of Women in New Hampshire**. We are proud to provide you with data-driven research about Granite State women.

With you in spirit and in action,



Tanna Clews
CEO

P.S. Next year we will focus on girls, with our inaugural release of **The Status of Girls in New Hampshire**.

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ACKNOWLEDGMENTS

This report was authored by Sarah Mattson Dustin, J.D., director of policy at the New Hampshire Women's Foundation, and Kristin Smith, Ph.D., family demographer at the Carsey School of Public Policy and research associate professor at the University of New Hampshire. The authors thank University of New Hampshire graduate student Ezra Temko for indicator data collection and analysis of IPUMS data, and University of New Hampshire law students Amanda Noël and Kirsten Allen for their research assistance. Haigh + Martino of Portsmouth, New Hampshire designed the report. RAM Companies of East Hampstead, New Hampshire printed it. This report was underwritten in part by the New Hampshire Charitable Foundation.

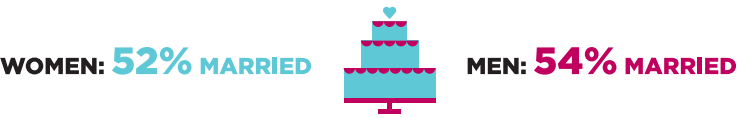
THIS IS WHO WE ARE

New Hampshire has **1.3 million** people, half of whom are female.¹

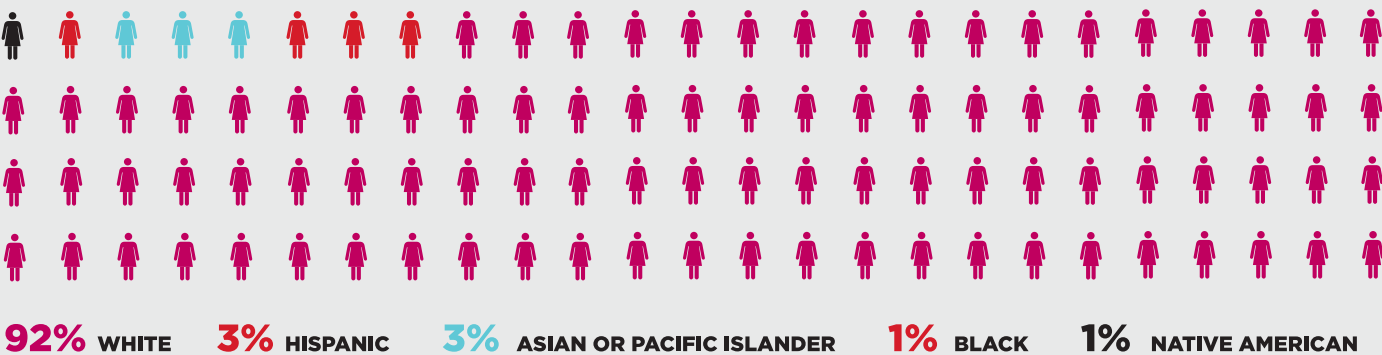
MEDIAN AGE



MARITAL STATUS



RACE & ETHNICITY (WOMEN & MEN)



HIGH SCHOOL DIPLOMA OR HIGHER



ASSOCIATE'S DEGREE OR HIGHER



IN THE LABOR FORCE



MEDIAN EARNINGS (FULL-TIME, YEAR-ROUND WORKERS)



HEALTH

Health and health care have profound implications for women's ability to achieve their full economic, social, and political potential. Health insurance coverage is one measure of health care access, and **New Hampshire's rates of coverage reveal racial disparities**. Over 90% of New Hampshire adults have health insurance – but only 77% of New Hampshire Black women do. New Hampshire also continues to struggle with **one of the nation's worst opioid epidemics**, which disproportionately affects men.

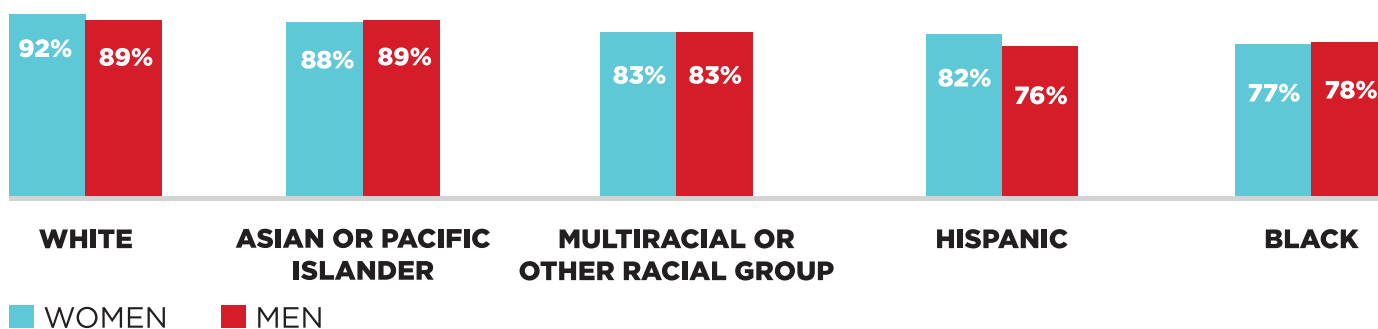
HEALTH INSURANCE COVERAGE

In today's health care environment, access to care often depends on insurance coverage. Although cost-sharing such as co-payments and deductibles can act as a barrier for some women, insurance coverage promotes access to care, and particularly to preventive health care services. Over 90% of New Hampshire adults have health insurance, with no statistically significant difference between women's and men's rates of coverage.^{2,3} There are **stark racial disparities** behind this high rate of coverage. White women have the highest rate of coverage at 92%. Black women have the lowest rate of coverage at 77%.

In New Hampshire, over 78% of women and men have private health insurance; over 63% of women and men have employment-based health insurance; and over 9% of women and men have insurance through Medicaid. There are no statistically significant differences between women's and men's rates of coverage through these different types of health insurance.

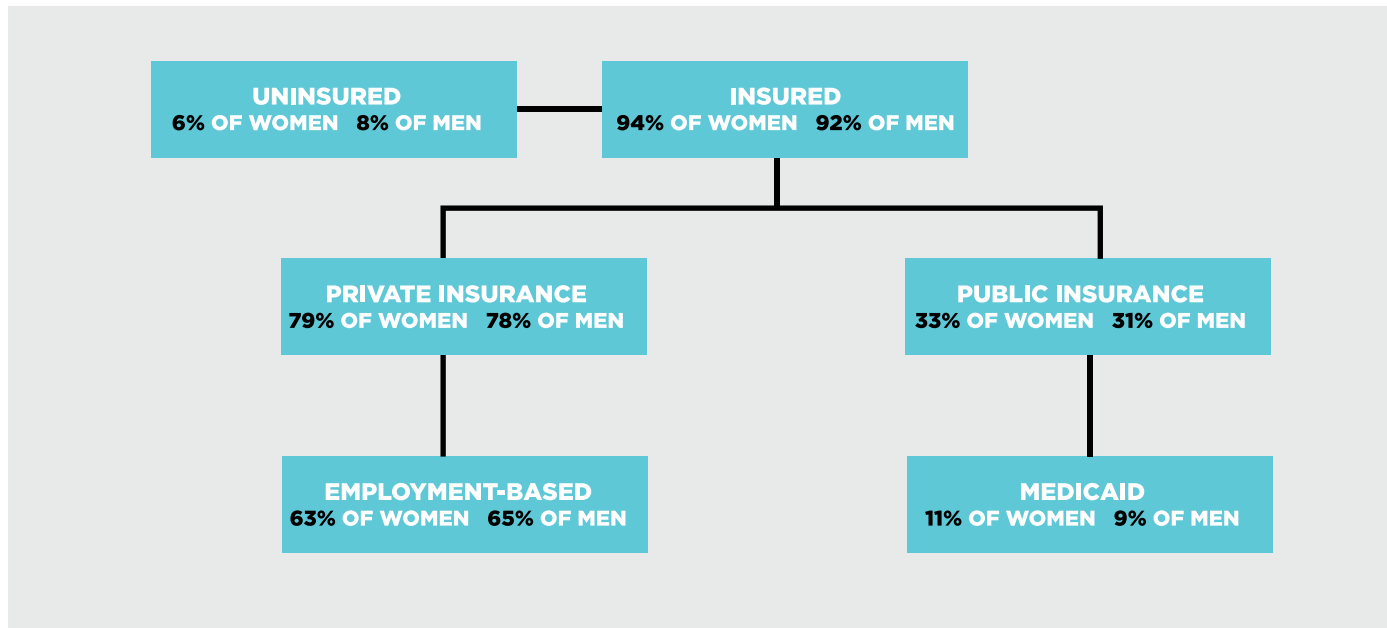
HEALTH INSURANCE COVERAGE RATES BY RACE & ETHNICITY

U. S. Census Bureau American Community Survey 2012-2016 5-Year Estimates (Ezra Temko Analysis of IPUMS Data⁴)



TYPES OF HEALTH INSURANCE COVERAGE

U.S. Census Bureau American Community Survey 2017 1-Year Estimates, Tables B27001, B27002, B27003, B27004, B27012



THE OPIOID EPIDEMIC

The opioid epidemic is New Hampshire's leading public health crisis. New Hampshire ranks third in the nation, and first among New England states, with 39 drug overdose deaths per 100,000 people in 2016.⁵ Far more men than women die from overdoses, and men make up more than half of heroin and opioid treatment admissions.

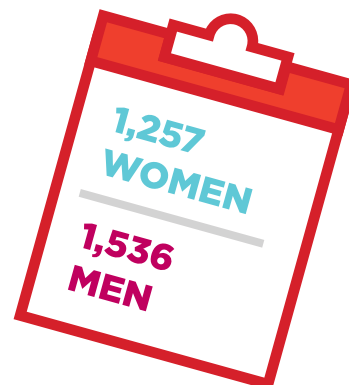
OVERDOSE DEATHS PER YEAR

N.H. Medical Examiner's Office, N.H. Drug Monitoring Initiative, N.H. Information & Analysis Center, NHIAC Product #2017:3120 (2016 Data)



HEROIN AND PRESCRIPTION OPIOID TREATMENT ADMISSIONS PER YEAR

N.H. Bureau of Drug & Alcohol Services, N.H. Drug Monitoring Initiative, N.H. Information & Analysis Center, NHIAC Product #2017:3120 (2016 Data)

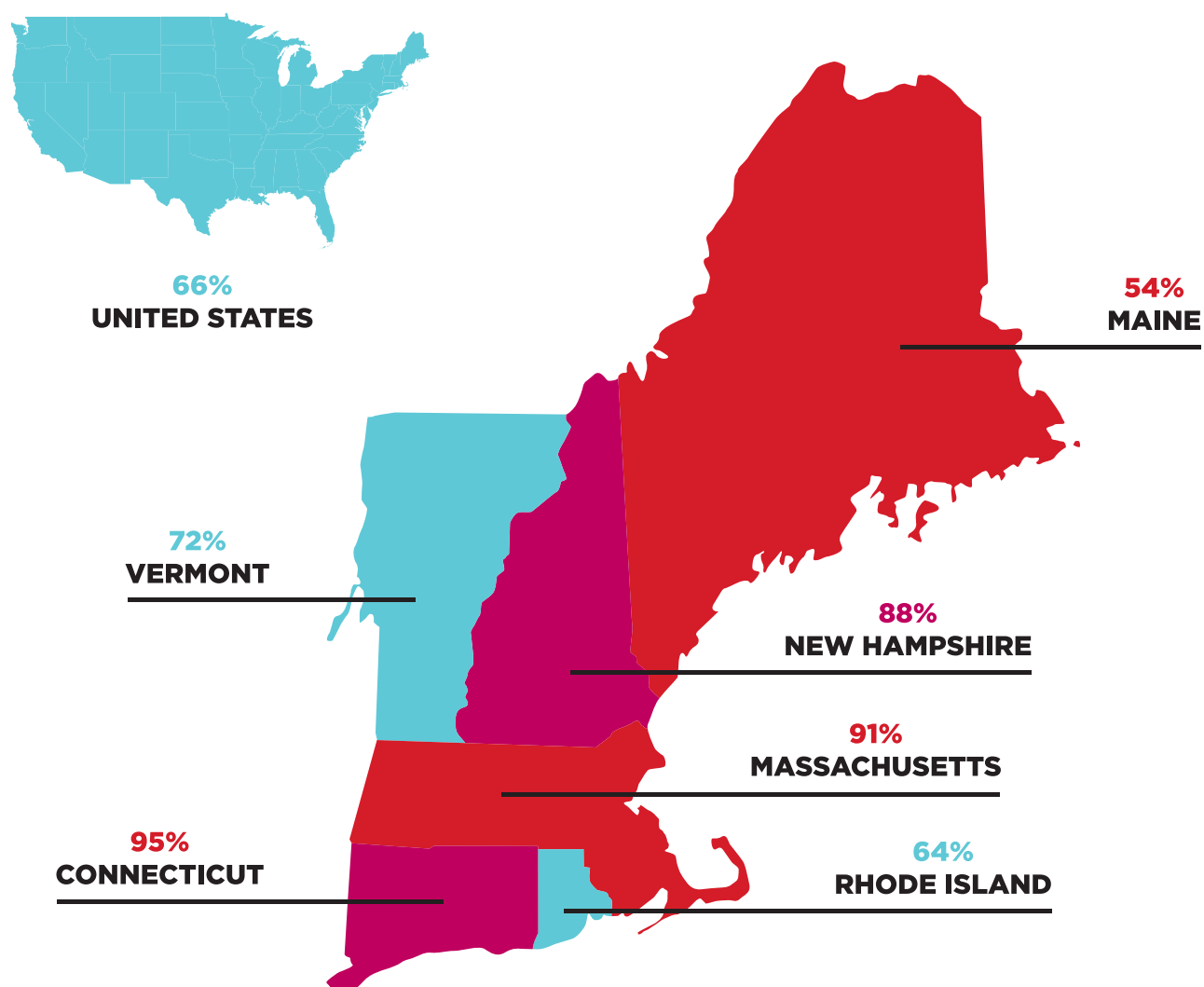


ABORTION CARE ACCESS

Across the country and here in New Hampshire, access to safe abortion care is a central women's health issue. It is also highly politicized. Unlike many other state legislatures, New Hampshire lawmakers have consistently protected women's access to safe abortion care. New Hampshire has 12 abortion providers located in 6 of the state's 10 counties, although only 4 counties have abortion clinics.⁶ **Eighty-eight percent of New Hampshire women between the ages of 15 and 44 live in a county with an abortion provider** — a rate that is lower than Connecticut and Massachusetts but higher than the rest of the states in New England.

PERCENT OF WOMEN WHO LIVE IN A COUNTY WITH AN ABORTION PROVIDER

Guttmacher Institute 2014 Abortion Provider Census



PROGRAM SPOTLIGHT

PLANNED PARENTHOOD FIGHTS FOR BIRTH CONTROL ACCESS



Planned Parenthood of Northern New England provides sexual and reproductive health care at 21 health centers across New Hampshire, Vermont, and Maine. Through its advocacy arm, the Planned Parenthood New Hampshire Action Fund, the organization also works to ensure reproductive rights and promotes access to sexual and reproductive health care and education. In 2018, the Action Fund led a campaign to pass SB 421, legislation to protect and expand New Hampshire women's access to prescription birth control. SB 421 guarantees no-cost insurance coverage for prescription birth control and requires insurance coverage for 12-month prescriptions. SB 421 passed both chambers of the New Hampshire Legislature and was signed into law by Governor Chris Sununu.

The New Hampshire Women's Foundation partnered with the Action Fund on SB 421.

Photo courtesy of Planned Parenthood New Hampshire Action Fund

SAFETY

Around the world and here in New Hampshire, gender-based violence is a prevalent human rights violation and a persistent threat to women's safety. In New Hampshire, both **intimate partner violence** and **sexual violence** disproportionately affect women.⁷ New Hampshire's domestic and sexual violence crisis centers served 15,138 people in 2017. The vast majority of people served were women. **Women accounted for 93% of adult domestic violence survivors and 85% of adult sexual assault survivors.**⁸

INTIMATE PARTNER VIOLENCE (IPV)

More than **one-third of women and men in New Hampshire** have experienced intimate partner violence during their lifetime.⁹ Women are much more likely to have been seriously impacted by intimate partner violence, including impacts such as needing medical care and missing work.¹⁰

SEXUAL VIOLENCE

Women are **more than twice as likely as men** to have experienced sexual assault during their lifetime.

LIFETIME PREVALENCE OF SEXUAL VIOLENCE IN NH

The National Intimate Partner and Sexual Violence Survey, 2010-2012 Average Annual Estimates

LIFETIME PREVALENCE OF IPV AND IMPACT FROM IPV

The National Intimate Partner and Sexual Violence Survey, 2010-2012 Average Annual Estimates



PROGRAM SPOTLIGHT

GREEN DOT PROGRAM WORKS TO BUILD A SAFER COMMUNITY



Turning Points Network serves Sullivan County with free and confidential crisis and support services for survivors of domestic violence, sexual assault, and stalking. In an innovative partnership with a local school district, Turning Points Network helps coordinate Claremont Green Dot, a community-based initiative that trains community providers, businesses, and individuals to prevent personal violence through safe bystander intervention and social marketing. Claremont Green Dot moves beyond working with the usual allies and stresses the importance of community-wide support for violence prevention. The program trains individuals from bars, restaurants, banks, small businesses, faith communities, organizations, and the general public on how to get involved when they see a potentially violent situation.

The New Hampshire Women's Foundation supported Claremont Green Dot with a Community Grant.

ECONOMIC SECURITY

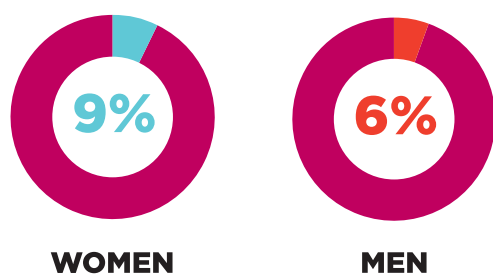
Economic security means the **ability to provide for basic needs**, such as shelter, health care, and food. Women's economic security has ripple effects for families, communities, and the economy. New Hampshire compares favorably to other states in New England and outperforms the rest of the country on most economic security measures. The relative affluence of New Hampshire women belies significant disparities within the state; for example, **women's poverty is twice as high in Coös County as in Rockingham County**. Women's economic security continues to be compromised by **the gender wage gap**, which gets even wider for mothers.

POVERTY

With an overall poverty rate of 8% and an adult women's poverty rate of 9%, New Hampshire scores well on this central economic security measure — but many groups in New Hampshire experience much higher rates of poverty.¹¹ Poverty is highest among Hispanic women (16%), Black women (16%), and women who are multiracial or belong to another racial group (22%). Women's poverty is **more than twice as high in Coös County as it is in Rockingham County**.

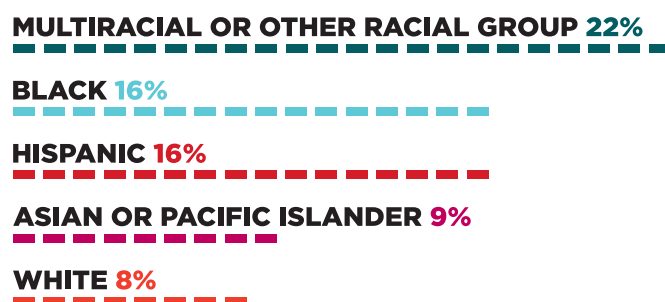
PERCENT OF ADULTS IN POVERTY

U.S. Census Bureau American Community Survey 2017 1-Year Estimates, Table B17001



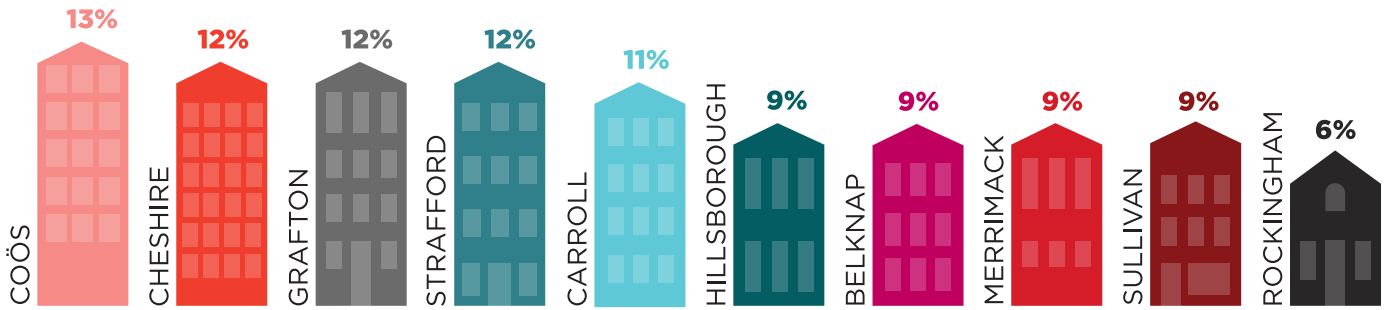
PERCENT OF WOMEN IN POVERTY BY RACE

U.S. Census Bureau American Community Survey 2012-2016 5-Year Estimates (Ezra Temko Analysis of IPUMS Data)



PERCENT OF WOMEN IN POVERTY BY COUNTY

U.S. Census Bureau American Community Survey 2012-2016 5-Year Estimates, Table B17001



THE GENDER WAGE GAP

Earnings from paid work are a crucial driver of women's economic security. Here in New Hampshire, 65% of women age 16 and over are in the labor force (meaning they are employed or looking for work). As is true in all 50 states, in New Hampshire women earn less than men do. **New Hampshire women who work full-time, year-round earn 79 cents for every 1 dollar that men earn.**¹² Reducing this gender wage gap would help families meet their basic needs. For example, 27% of New Hampshire families with children under 6 spend more than 10% of their income on child care.¹³

THE GENDER WAGE GAP

U.S. Census Bureau American Community Survey 2017 1-Year Estimates, Table S2414

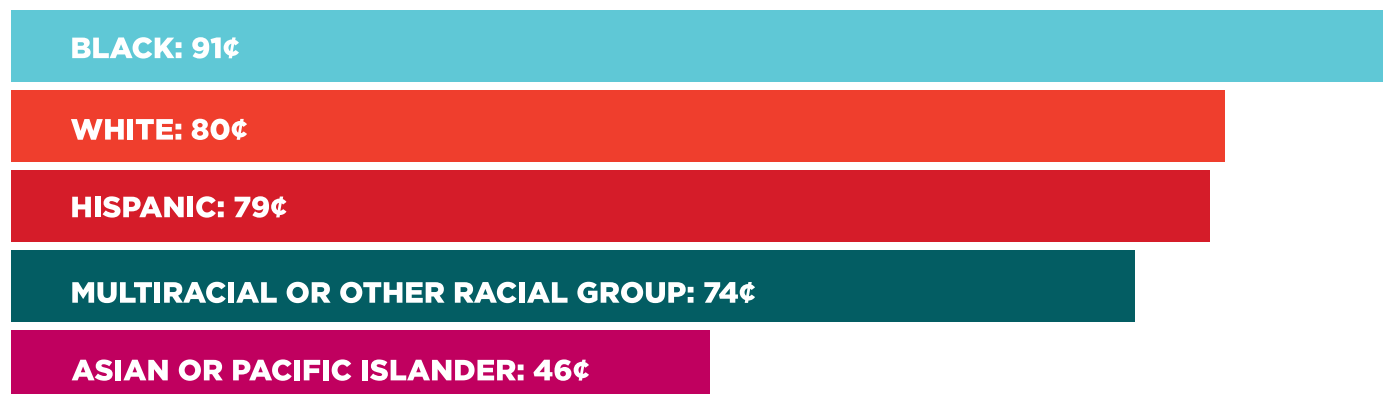


NEW HAMPSHIRE WOMEN EARN 79¢ FOR EVERY \$1 MEN EARN
(FULL-TIME, YEAR-ROUND WORKERS)

The gender wage gap gets bigger or smaller depending on factors such as race, geography, and parenting status. Black women earn 91 cents for every 1 dollar that Black men earn, while Asian or Pacific Islander women earn 46 cents for every 1 dollar that Asian or Pacific Islander men earn.¹⁴ (This data is a comparison of female and male full-time, year-round workers within a racial/ethnic group in New Hampshire.)

THE GENDER WAGE GAP BY RACE & ETHNICITY

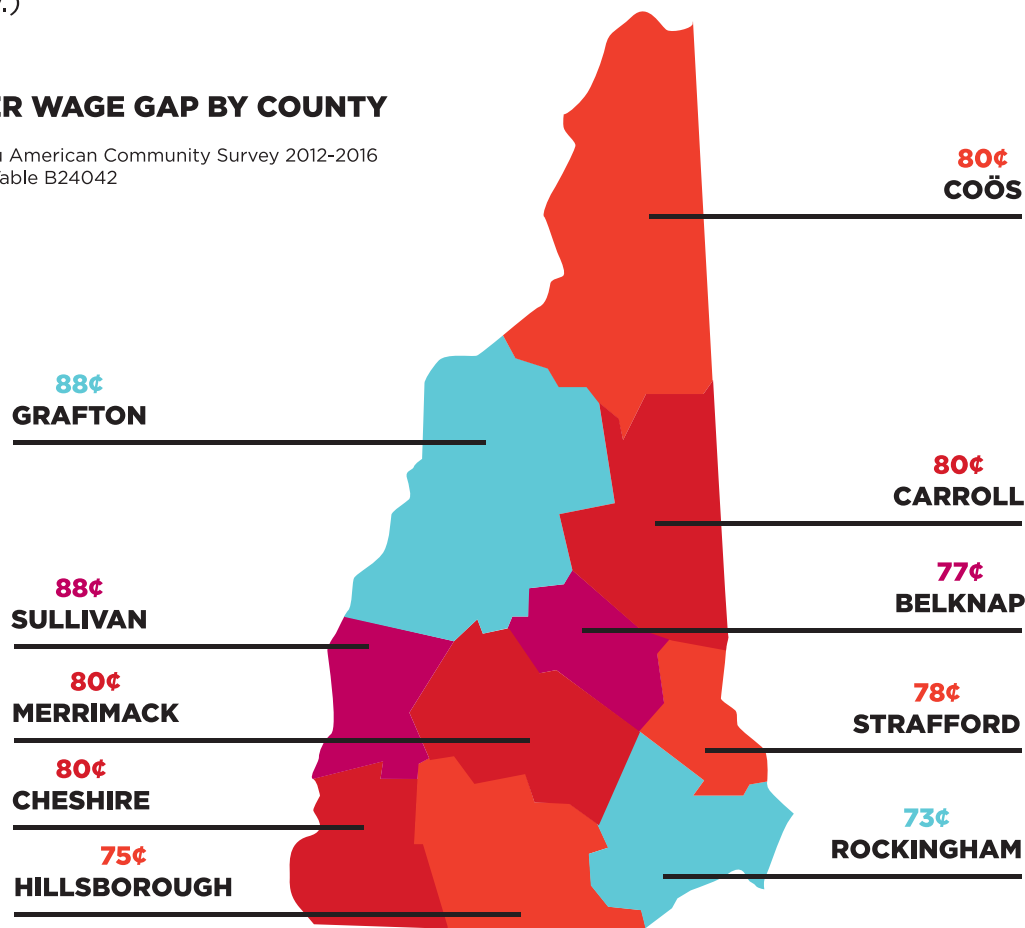
U.S. Census Bureau American Community Survey 2012-2016 5-Year Estimates (Ezra Temko Analysis of IPUMS Data)



Women earn 88 cents for every 1 dollar that men earn in Grafton and Sullivan Counties, but only 73 cents on the dollar in Rockingham County and 75 cents on the dollar in Hillsborough County. (This data is a comparison of female and male full-time, year-round workers within each county.)

THE GENDER WAGE GAP BY COUNTY

U.S. Census Bureau American Community Survey 2012-2016 5-Year Estimates, Table B24042



Women who do not live with any children of their own earn 89 cents for every 1 dollar earned by men who do not live with any children of their own. By contrast, women who live with their children earn 74 cents for every 1 dollar earned by men who live with their children. This increased gender wage gap is sometimes called **the motherhood wage penalty**. (This data is a comparison of female and male full-time, year-round workers in two groups: New Hampshire people living without any children of their own, and New Hampshire people living with their own children.)

THE GENDER WAGE GAP BY PRESENCE OF OWN CHILDREN

U.S. Census Bureau American Community Survey 2012-2016 5-Year Estimates (Ezra Temko Analysis of IPUMS Data)



THE GENDER WAGE GAP: STEM AND HEALTH CARE

Although the science, technology, engineering, and math (STEM) and health care fields are closely connected in terms of secondary and some undergraduate education, their workforces differ starkly when it comes to gender representation. For example, **78% of full-time health care workers are women, while only 20% of full-time STEM workers are.**¹⁵ Despite being heralded as high-paying growth industries, both fields have substantial gender wage gaps: **women earn 79 cents on men's 1 dollar for STEM, and 60 cents on men's 1 dollar for health care.**

THE GENDER WAGE GAP: STEM AND HEALTH CARE WORKFORCE

U.S. Census Bureau American Community Survey 2012-2016 5-Year Estimates, Table S2412



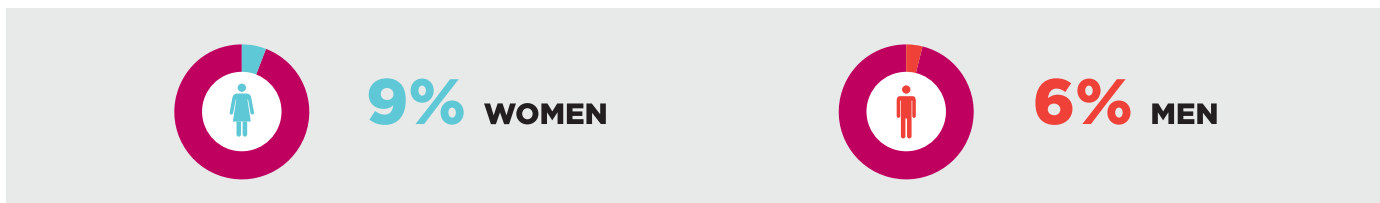
- ENGINEERING & ARCHITECTURE
- LIFE, PHYSICAL, & SOCIAL SCIENCE
- COMPUTER & MATH
- HEALTH CARE (PRACTITIONER & TECHNICAL)

ECONOMIC SECURITY FOR SENIORS

Although only 9% of New Hampshire women age 65 and older live in poverty, **senior women's median personal income is a whopping \$15,800 less than senior men's median personal income.**¹⁶ That's more than \$1,000 less per month. The gender disparity in personal income for seniors demonstrates **the cumulative lifetime effect of the gender wage gap.** Among people over 65, **women with bachelor's degrees have less personal income than men with no college education.**

PERCENT OF ADULTS AGE 65+ IN POVERTY

U.S. Census Bureau American Community Survey, 2017 1-Year Estimates, Tables B17002, S1701



ANNUAL MEDIAN PERSONAL INCOME FOR ADULTS AGE 65+ BY EDUCATION LEVEL

U.S. Census Bureau American Community Survey 2016 1-Year Estimates (Ezra Temko Analysis of IPUMS Data)

ALL EDUCATION LEVELS



NOT COMPLETED HIGH SCHOOL



HIGH SCHOOL DIPLOMA



SOME COLLEGE



ASSOCIATE'S DEGREE



BACHELOR'S DEGREE



GRADUATE OR PROFESSIONAL DEGREE



PROGRAM SPOTLIGHT

BUSINESS OF CHILD CARE INITIATIVE DRIVES SUCCESS



The New Hampshire Community Loan Fund knows that access to quality, affordable child care is essential to working families. To help strengthen child care centers across New Hampshire, the Community Loan Fund founded the Business of Child Care Initiative. The program works with child care centers on business management practices and shares business tools and resources specific to the child care industry. Early care and education programs are vital small businesses in our communities. The Business of Child Care Initiative works to ensure that the beneficial ripple effect of quality child care for children and families can grow to meet demand, and to be viable for the long term.

The New Hampshire Women's Foundation supported the Business of Child Care Initiative with a SheChange Grant.

Photo courtesy of New Hampshire Community Loan Fund

LEADERSHIP

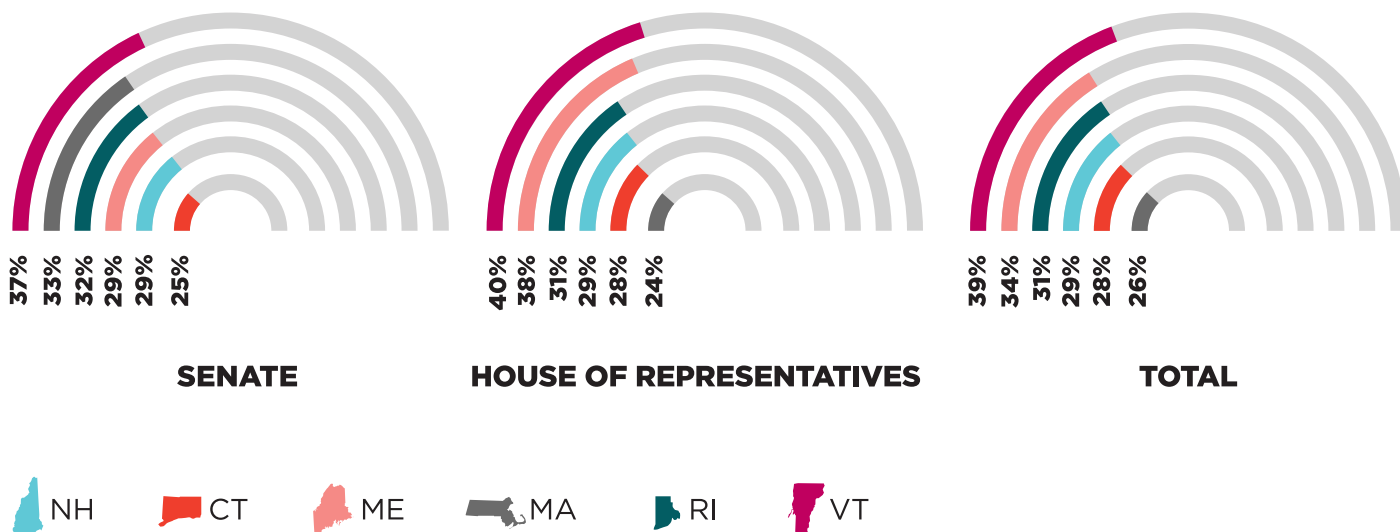
Leadership in government and business are key measures of New Hampshire **women’s access to power** and resources – power and resources that can be harnessed to improve all women’s health, safety, and economic security. Only **29% of New Hampshire legislators are women**, although women hold a larger share of city leadership positions. In the business and nonprofit sectors, **just 17% of companies with 1,000 or more employees are run by women**.

STATE LEGISLATIVE REPRESENTATION

New Hampshire made headlines when it elected the nation’s first all-female Congressional delegation in 2012. Yet gender parity has not been achieved in our state and local government. New Hampshire is currently led by a male Governor and a five-man Executive Council. **Only 29% of New Hampshire legislators (House and Senate members) are women – a lower percentage than in Vermont, Maine, and Rhode Island.**

PERCENT OF LEGISLATORS WHO ARE WOMEN (NEW ENGLAND STATES)

Rutgers University, Center for American Women and Politics (Collected February 2018)

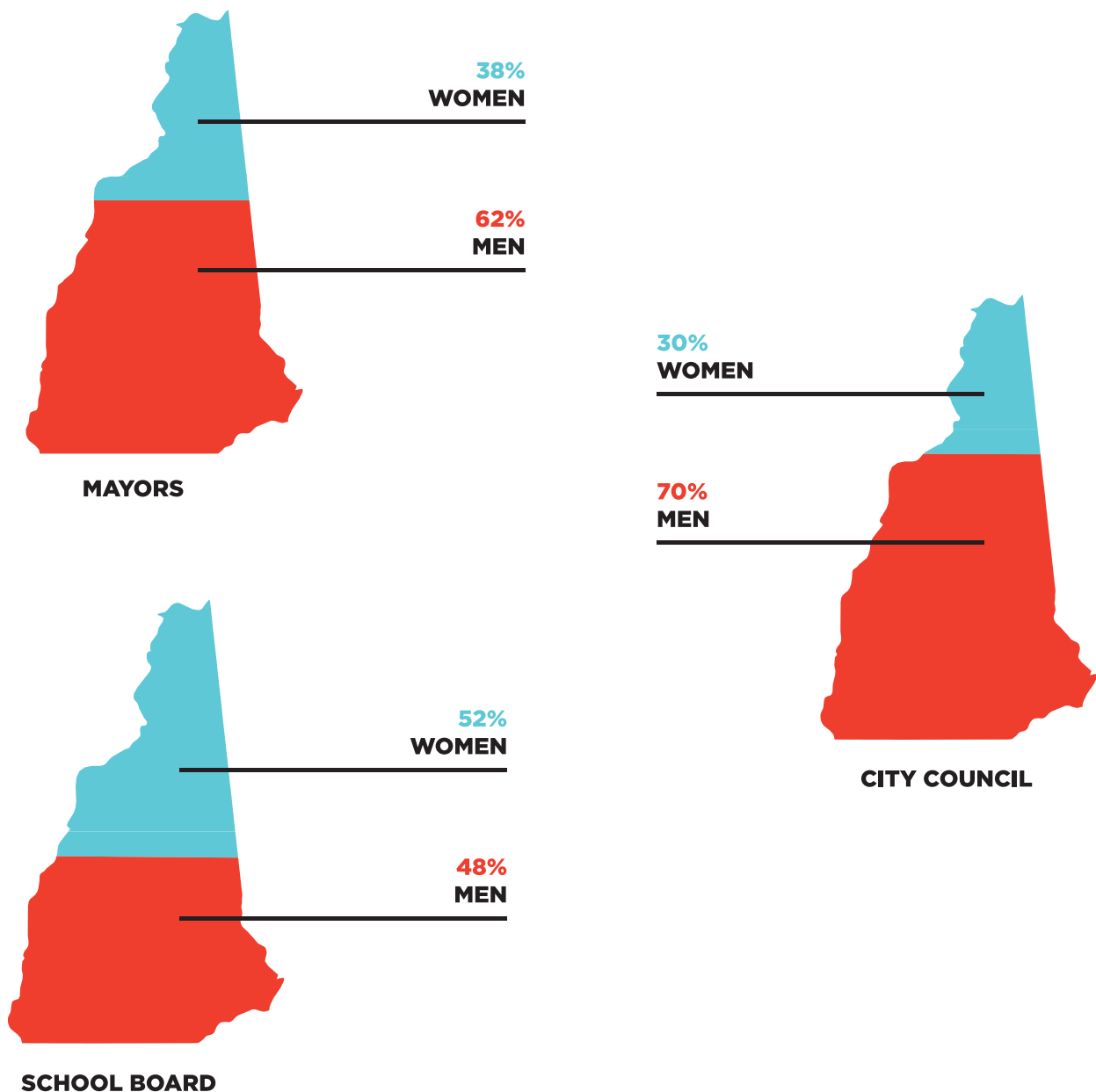


CITY GOVERNMENT REPRESENTATION

Around New Hampshire's cities, women's political representation in local government sits at just above one-third. **Five of 13 city mayors are women, and 30% of city councilors are women.** By contrast, **city school boards are majority women.**

PERCENT OF CITY MAYORS, CITY COUNCILORS, AND CITY SCHOOL BOARD MEMBERS WHO ARE WOMEN

City Websites (Collected January 2018)



BUSINESS AND NONPROFIT LEADERSHIP

In the business and nonprofit world, women hold top leadership roles less frequently than men. Women's business ownership is growing: **40% of New Hampshire businesses are now owned solely or jointly by women.**¹⁷ Leadership at larger companies nevertheless remains overwhelmingly male. Among for-profit and non-profit companies in New Hampshire with 1,000 or more employees, **only 17% have a woman in the top executive or management position.**¹⁸ In the group of New Hampshire companies with 250 or more employees that we analyzed, only 26% have a woman in the top executive or management position. Reliable data about New Hampshire women in business and nonprofit leadership is sparse and difficult to access, particularly when it comes to smaller companies. Further research on this topic is essential.

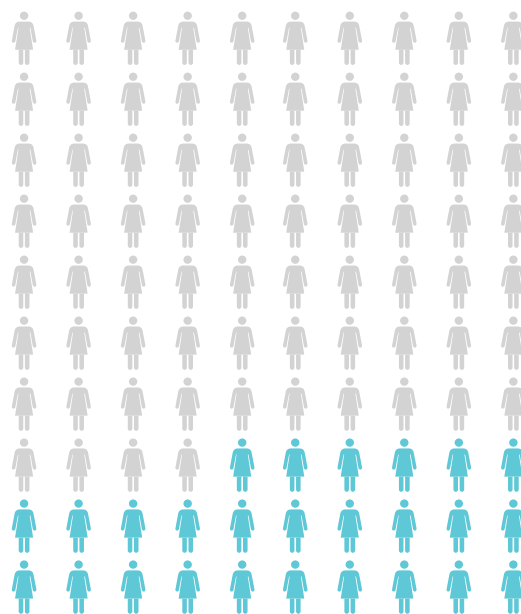
PERCENT OF EMPLOYERS WITH A WOMAN TOP EXECUTIVE

NHNetwork: New Hampshire's Economic and Labor Market Information Data Systems; Company Websites and Telephone Calls to Companies (Collected February-May 2018)



17%

**OF NEW HAMPSHIRE EMPLOYERS
WITH 1,000+ EMPLOYEES HAVE A
WOMAN CEO.**



26%

**OF NEW HAMPSHIRE EMPLOYERS
WITH 250+ EMPLOYEES HAVE A
WOMAN CEO.**

PROGRAM SPOTLIGHT

WOMEN RUN! JUMP STARTS ELECTED LEADERSHIP



Women Run!, a program of the New Hampshire Women's Foundation, is New Hampshire's only statewide, nonpartisan leadership program for women who want to make a difference in their communities through service in state and local government. From the one-of-a-kind New Hampshire Legislature, to city councils and school boards charged with budgeting precious property tax dollars, to the many committees and commissions that help our towns flourish, there are leadership opportunities for every New Hampshire woman interested in service. Women Run! is incubating a more inclusive government that embraces gender diversity and looks to women for leadership.

The New Hampshire Women's Foundation launched Women Run! in 2017; in just its first year, the program had 26 alumnae run for office.

ABOUT US

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FOOTNOTES

¹ Throughout this report, the terms White, Asian or Pacific Islander, and Black refer to people who are non-Hispanic White, non-Hispanic Asian or Pacific Islander, and non-Hispanic Black or African-American. Data on this page is from U.S. Census Bureau American FactFinder Table PEPASR5H (2017 Population Estimates) and the following U.S. Census Bureau American Community Survey Tables: 2017 1-Year Estimates, Table S101: Age and Sex; 2017 1-Year Estimates, Table B12001: Sex by Marital Status; 2017 1-Year Estimates, Table S1501: Educational Attainment; 2017 1-Year Estimates, Table B23001: Sex by Age by Employment Status; and 2017 1-Year Estimates, Table B20017: Median Earnings in the Past 12 Months by Sex. The Race and Ethnicity data on this page is the same for both women and men with the exception that due to rounding, the data shown for Black people is for Black women (1.3%, rounded to 1%), not Black men (1.6%, which would be rounded to 2%). The Marital Status data on this page is for people age 15 and over. "In the labor force" includes people age 16 and over who are employed or looking for work.

² Those who are insured may be covered by private health insurance (which may be employment-based) and/or covered by public health insurance (which may be Medicaid/means-tested public coverage). Insured individuals may have multiple forms of insurance. Analyzing health insurance coverage rates by race necessitated using 5-Year Estimates that pool data from 2012 through 2016. We used 1-Year Estimates for 2017 to analyze types of health insurance coverage. Estimates for the total percentage of adults with health insurance are higher based on 2017 1-Year Estimates than based on 2012-2016 5-Year Estimates.

³ Within individual figures and tables in this report, you will find numbers that are not statistically significantly different from one another. Any differences described in the report's narrative sections are statistically significant at p -value $< .10$.

⁴ All IPUMS data analyzed by Ezra Temko: IPUMS-USA; Version 7.0 (American Community Survey data). University of Minnesota, www.ipums.org.

⁵ Centers for Disease Control, Drug Overdose Deaths in the United States (1999-2016). Data Brief 294, National Center for Health Statistics, National Vital Statistics System, Mortality, 2017.

⁶ According to the Guttmacher Institute, a provider is a hospital, clinic, or physician's office where abortions are performed and a clinic is a non-hospital facility that reported 400 or more abortions per year, including abortion clinics and non-specialized clinics.

⁷ Sharon Smith et al. The National Intimate Partner and Sexual Violence Survey (NISVS): 2010-2012 State Report. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention, 2017. Intimate partner violence includes physical violence, stalking, and contact sexual violence. Physical violence includes a range of behaviors such as being slapped, pushed, shoved, hit with a fist or something hard, kicked, hurt by pulling hair, slammed against something, choked or suffocated, beaten, burned, or hurt with a knife or gun. Stalking includes a pattern of harassing or threatening tactics that is unwanted and causes fear or safety concerns. Contact sexual violence includes rape, being made to penetrate someone else, sexual coercion, and/or unwanted sexual contact. An intimate partner is a romantic or sexual partner and includes spouses, boyfriends and girlfriends, and people whom they dated, were seeing, or "hooked up."

⁸ Domestic and sexual violence crisis center data is courtesy of the New Hampshire Coalition Against Domestic and Sexual Violence.

⁹ See footnote 7, supra.

¹⁰ Intimate partner violence related impact includes experiencing any of the following: being fearful, concerned for safety, any post-traumatic stress disorder symptoms (including nightmares, tried not to think about or avoided being reminded of, felt constantly on guard, watchful, or easily startled, and/or felt numb or detached), injury, need for medical care, need for housing services, need for victim advocates services, need for legal services, missing at least one day of work or school, and/or contacting a crisis hotline.

¹¹ Poverty estimates are based on all people except those who are institutionalized, those in military group quarters, those in college dormitories, and unrelated individuals under 15 years old. Estimates are based on income in the past 12 months and reflect official poverty estimate methodology. U.S. Census Bureau American Community Survey 2017 1-Year Estimates, Table B17001: Poverty Status in the Last 12 Months by Sex by Age.

¹² The gender earnings ratio is calculated as women's earnings as a percent of men's earnings, which we show as cents on the dollar. It includes the full-time, year-round civilian employed population age 16 and over.

¹³ Beth Mattingly, Andrew Schaefer, and Jessica Carson. "Child Care Costs Exceed 10 Percent of Family Income for One in Four Families." National Brief No. 109 (Durham, NH: Carsey School of Public Policy, University of New Hampshire, 2016).

¹⁴ Throughout this report, we have only included a subgroup if the sample size is at least 50. In this single instance, we have included Black women based on a sample size of 42.

¹⁵ U.S. Census Bureau American Community Survey 2017 1-Year Estimates, Table S2401: Occupation by Sex. We follow the U.S. Census Bureau definition of STEM, which includes computer, math, engineering, architecture, and life, physical, and social science occupations.

¹⁶ Total personal income includes Social Security benefits; pension or retirement savings plans (including retirement, survivor, or disability pension income, or income from annuities, IRAs, or Keogh plans); Supplemental Security Income; asset income (including income from an estate or trust, interest, dividends, royalties, and rent); and earnings (wages, salaries, commissions, cash bonuses, tips, and other income received as an employee for the previous 12 months, and farm and business income).

¹⁷ U.S. Census Bureau 2012 Survey of Business Owners, Table SB1200CSA01: Statistics for All U.S. Firms by Industry, Gender, Ethnicity, and Race for the U.S., States, Metro Areas, Counties, and Places: 2012.

¹⁸ For data about employers with 1,000 or more employees, during February 2018 we retrieved a list of all such employers through NHetwork: New Hampshire's Economic and Labor Market Information Data System, available at <http://nhetwork.nhes.state.nh.us/nhetwork/> and published by New Hampshire Employment Security. Then, during February-March 2018 we used websites to determine the gender of the top executive or manager in New Hampshire. For data about employers with 250 or more employees, during March 2018 we retrieved a list of the 50 largest employers in each New Hampshire county through NHetwork. From those 10 county lists, we selected all employers with 250 or more employees and during April-May 2018 we used websites and telephone calls to determine the gender of the top executive or manager in New Hampshire. In very limited instances we could not determine the gender of the top executive or manager in New Hampshire, in which case we determined the gender of a regional or national top executive or manager.

**This report and future updates are available at
www.nhwomensfoundation.org.**



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WOMEN'S FOUNDATION

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