



Gains, Gaps, & Goals: Status of Women and Girls in Fairfax

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The Status of Women & Girls in Fairfax County



Sponsoring Department

Department of Family Services, Michael A. Becketts, Director

Research Partner

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University of Virginia

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About the Study

- Qualitative approach looking at the lives and well-being of women and girl including **economics, health, and work-life balance**
- Where possible, **intersectional identities explored**
- **Community conversations** gave voice to experiences sometimes overlooked





Economics

- It is expensive to live in Fairfax County
- The gender wage gap persists, regardless of education and particularly among older women and various racial groups
- Women hold *only* 33% of management jobs
- Black women have the highest labor force participation rate
- Most women-owned businesses are in the Mount Vernon District
- Female Heads of Households are economically vulnerable
- Girls in FCPS work more hours than male counterparts
- Women are recognized as community champions

Health

- More OB/GYNS and Pediatricians in the eastern part of the county
- Women have higher rates of some chronic health conditions
- Preventative care is a challenge in high poverty areas – Mason District has the highest percentage of uninsured
- High fees, such as co-pays can deter accessing care
- Womanhood is frustrating, rewarding, and joyful





Work-Life Balance

- Businesses play a key role in supporting women and mothers
- Division of labor unequal at home
- Barriers compounded for single mothers
- Working long hours necessary due to financial constraints and for career progression
- Support/resources can improve work-life balance
- Mixed-use and intergenerational housing ease burdens

Study Limitations

- Community conversations — powerful but limited
- Time constraints
- Disaggregated data unavailable for many intersecting and marginalized identities
- Some key issues for women and girls such as IPV and reproductive health barriers not included





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Moving Forward

- DFS will work with CFW, departments, and community partners, to explore ways to continue examining and addressing the status of women and girls in the County
- Foster greater community engagement to address identified limitations
- Establish a work plan to operationalize/implement key recommendations

Commission for Women

- A Brief State of the Union on Women
- CFW Takeaways
- CFW's Role
 - With DFS staff developing a work plan
 - Leveraging community stakeholders and partnerships
 - Amplifying the work done by the CFW and other Women's Organizations





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A graphic design featuring a silhouette of a woman's head in profile, facing right. The silhouette is white and is set against a background of gold and dark blue. The gold background is on the left and top, while the dark blue background is on the right and bottom.