

# The State of Women in Pima County

A 50-Year State-of-Impact Report · 1976 → 2026. Each focus area pairs commentary with a 50-year trend, an Arizona-county comparison, a peer-metro comparison, and the legislation that shaped it — every figure sourced and hyper-focused on Pima County women.

Committee research & preparation: **Kim** (Economic) · **Ashley Rubin** (Education & Housing) · **Halle** (Civic & Voting) · **Stephanie Noriega** (Health & Safety) · with **Lucy Howell & Kimberly Fitch**

**Badges:** **50-YR TREND** real time series **COMPARE** Pima / AZ / U.S. / counties **PIMA NOW** current local value (PHIT) **TODAY** current figure **LAW** policy milestone



## Women of Pima County — the snapshot

who we are

Research & preparation: **Committee research**

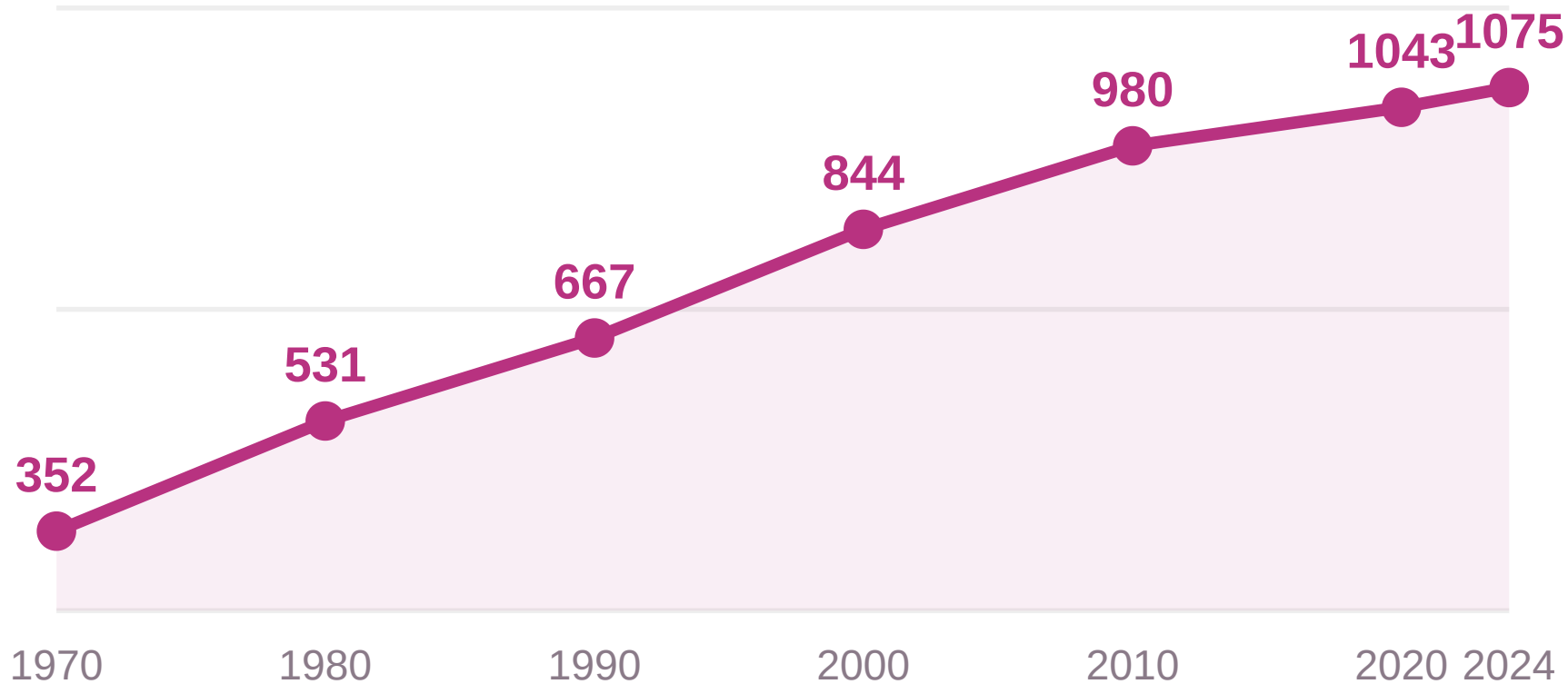
Every number that follows rests on one fact: there are far more women in Pima County than there were when the Commission was founded. In 1970 the county was home to about 352,000 people of all genders; today it is roughly **1.07 million**, and just over half of them — about **530,000 women and girls** — are the constituency the Pima County/Tucson Women's Commission was created to serve.

That growth was not evenly distributed. Pima is now one of Arizona's most diverse counties, with a large and growing Hispanic/Latina population and a significant Native American community, and it is aging: nearly one in four residents is 65 or older. A commission that spoke for the women of 1976 now speaks for three times as many, across a much wider range of ages, cultures, and needs.

### Pima County population, 1970 → 2024

residents (thousands)

**50-YR TREND**



Source: U.S. Census Bureau, decennial census + population estimates

## Women & girls in Pima County

### PIMA NOW

#### WOMEN & GIRLS

**~530,000**

≈ 51% of Pima County

#### LARGEST COUNTY IN ARIZONA

**#2 / 15**

behind only Maricopa

#### GROWTH SINCE 1970

#### HISPANIC / LATINA

## Race & ethnicity — Pima County

### TODAY

**3.1×**

the women we serve, tripled

**37.3%**

most diverse in a generation

Source: U.S. Census Bureau QuickFacts / PHIT Score Card

Hispanic/Latino



**37.3%**

White (non-Hisp.)



**49.8%**

Native American



**4.6%**

Black



**4.8%**

Asian



**3.8%**

Source: U.S. Census Bureau QuickFacts (ACS 2020–24)

## Age structure — Pima County

TODAY

UNDER 18

**18.8%**

65 & OLDER

**24.4%**

MEDIAN AGE

**39.7**

years

GROWTH SINCE 1970

**3.1×**

352k → 1.07M

Source: U.S. Census Bureau QuickFacts / Census Reporter



LOOKING FORWARD — OPPORTUNITIES & IMPROVEMENT

Pima's women are older, more Latina, and more educated than the state as a whole — plan services for **both** ends of the age curve and for a majority-diverse population, and keep the youngest women (18–24) from falling through the cracks.

#### WHY IT MATTERS

scale changes the mandate. Services designed for a mid-sized desert county in the 1970s now have to reach half a million women spanning four generations. The demographics on this page are the denominator for everything else — when we say "12% of reproductive-age women are uninsured," that is tens of thousands of real people.



## Economic Equity & Pay

closing, still short

Research & preparation: **Kim — Employment & Economic Development**

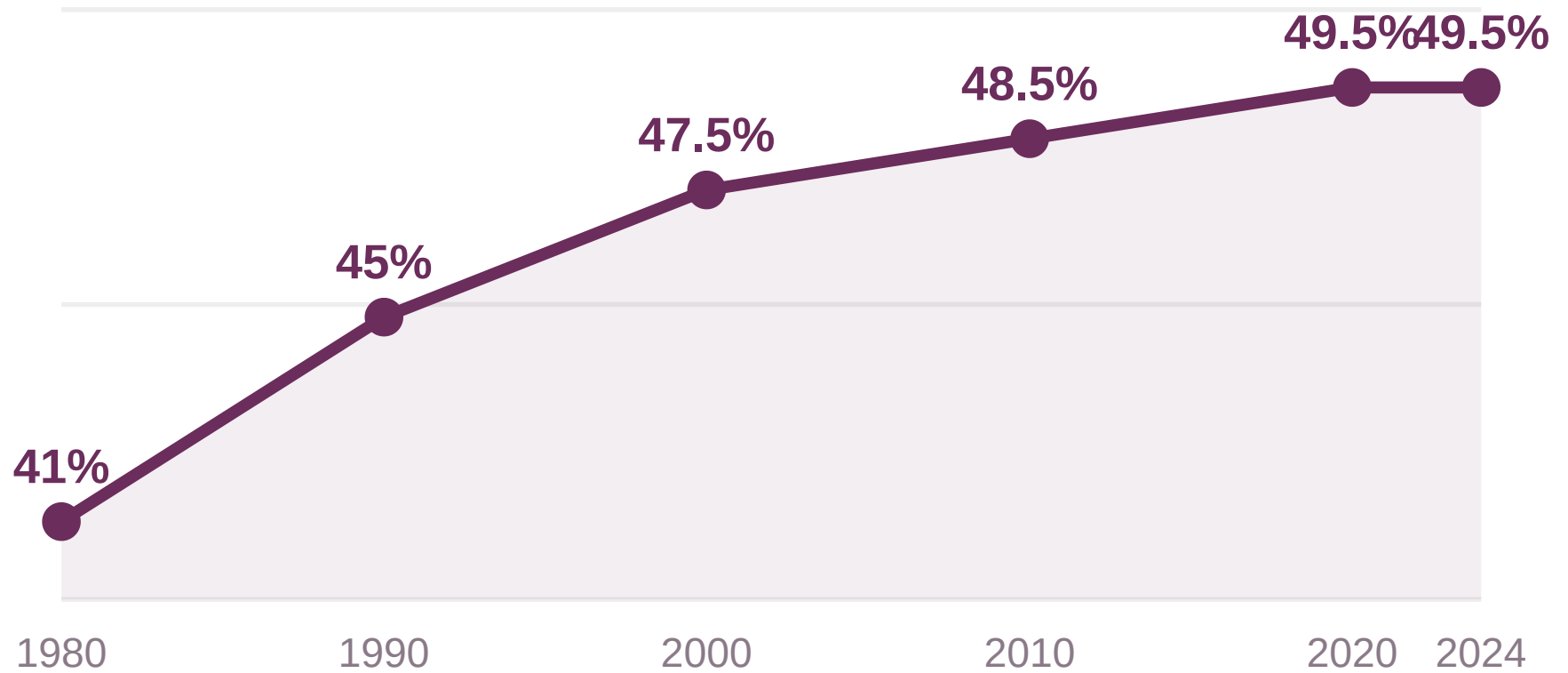
Economic security is where the fifty-year story is most encouraging *and* most unfinished. Nationally, women earned about **59 cents** for every dollar a man earned in the mid-1970s; today it is roughly **81 cents**. Women-owned firms have gone from a rounding error to more than a third of all U.S. businesses, and women's homeownership has held steady even through the housing crash.

But local context matters. Pima women earn a median of about **\$45,767**, and the county sits **lowest of every peer metro** on household income — below Phoenix, Houston, Nashville, Chicago, New York, and Oakland. Pima has roughly **five times fewer** women-owned employer firms than Maricopa. The gap that remains is not just gender; it is regional.

### Women as a share of the Pima County workforce, 1980 → 2024

a genuine half-century Pima women's trend — from 41% to nearly half the workforce (Kim / Neilsberg)

PIMA · 50-YR TREND



Source: Neilsberg / Census — Pima County (Kim's research)

### Prime-age labor-force participation — Pima (25–54)

PIMA · BY SEX women still trail men in participation

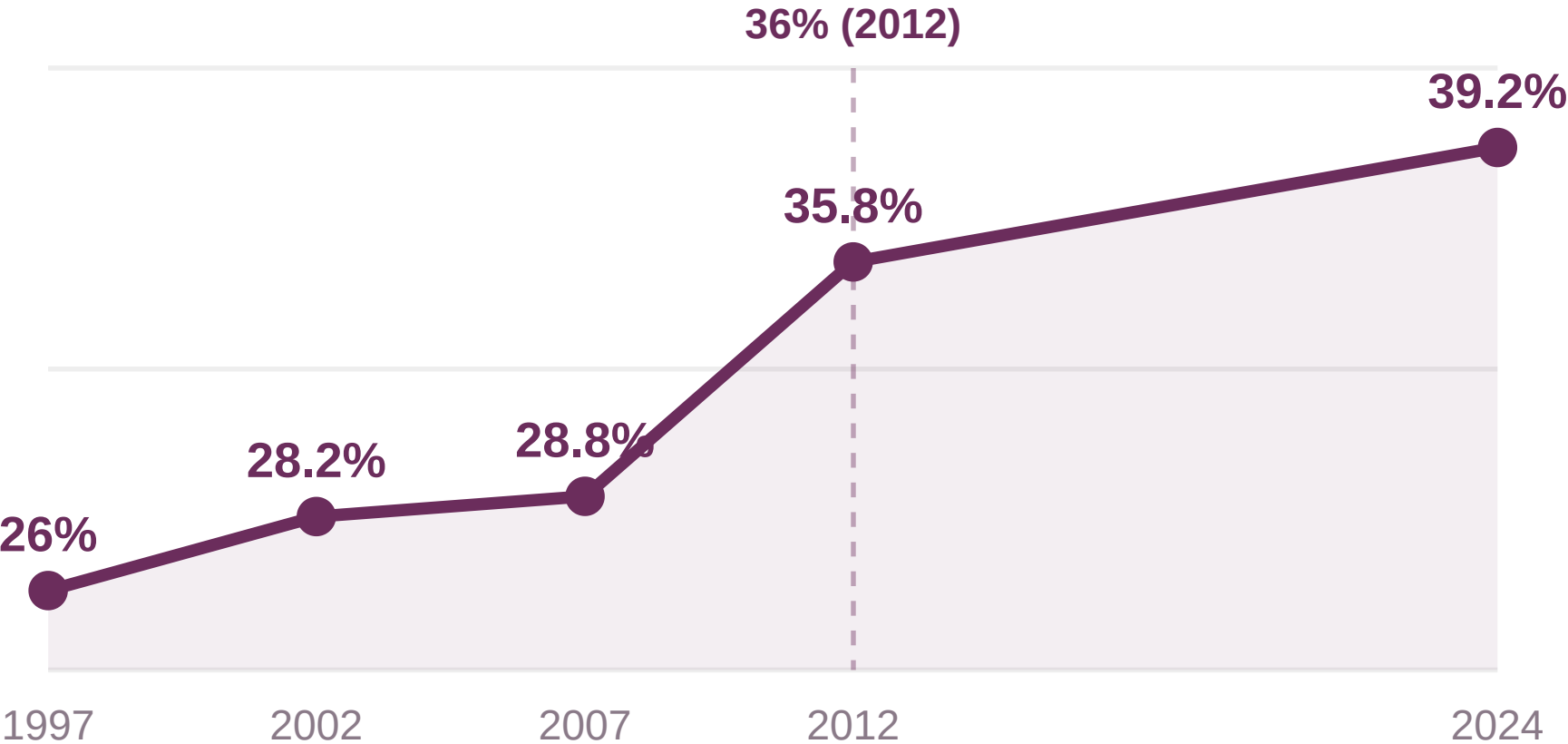


Source: [pima.gov](https://pima.gov) (Kim's research)

**Women-owned businesses — U.S., 1997 → 2024**

share of ALL U.S. firms that are women-owned — the long arc: 26% (1997) → ~39% (2024 est.) · Pima's women-owned EMPLOYER firms (3,546 · 21.8%) are ranked against peer metros below

~30-YR TREND

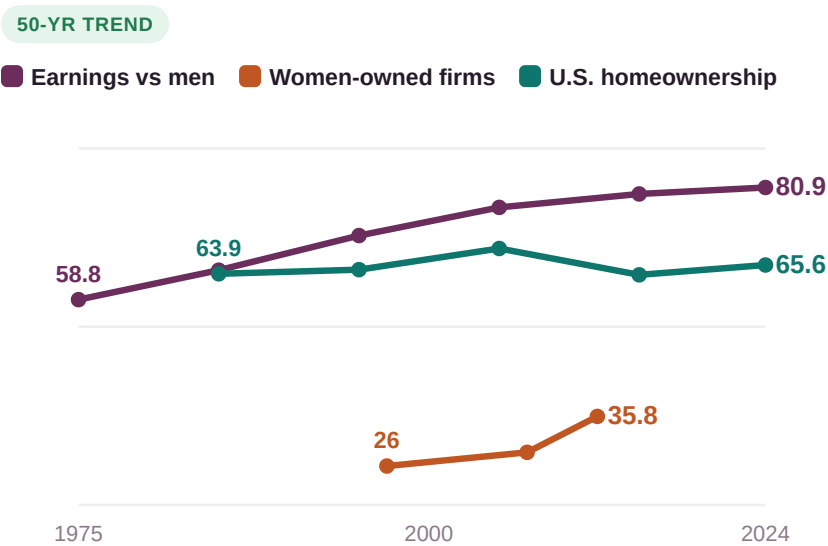


Source: Census SBO 1997–2012 (all firms) · Wells Fargo Impact of Women-Owned Businesses 2024 est.

**Women's economic footprint — U.S. (all %)**

**The pay gap today — Tucson vs Arizona vs U.S.**

three distinct measures shown together · business-ownership share uses a broader survey definition after 1997



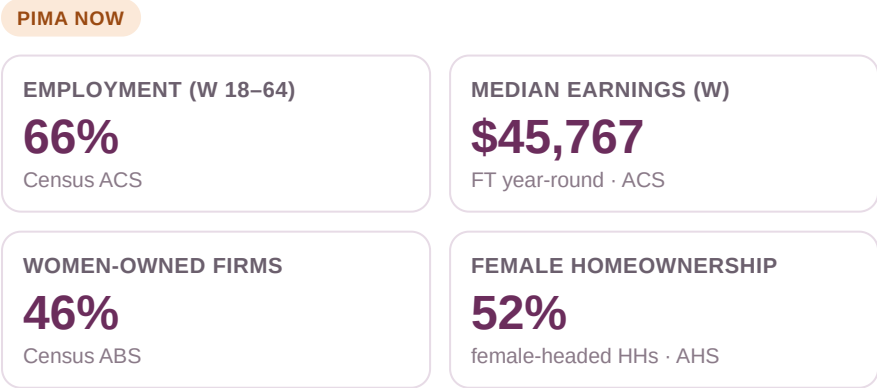
Source: Census CPS (earnings) · Census SBO/ABS (firms) · Census HVS (homeownership)

COMPARE women's earnings per \$1 men earn



Source: Census ACS · BLS · Neilsberg (Tucson)

Pima women — work & ownership

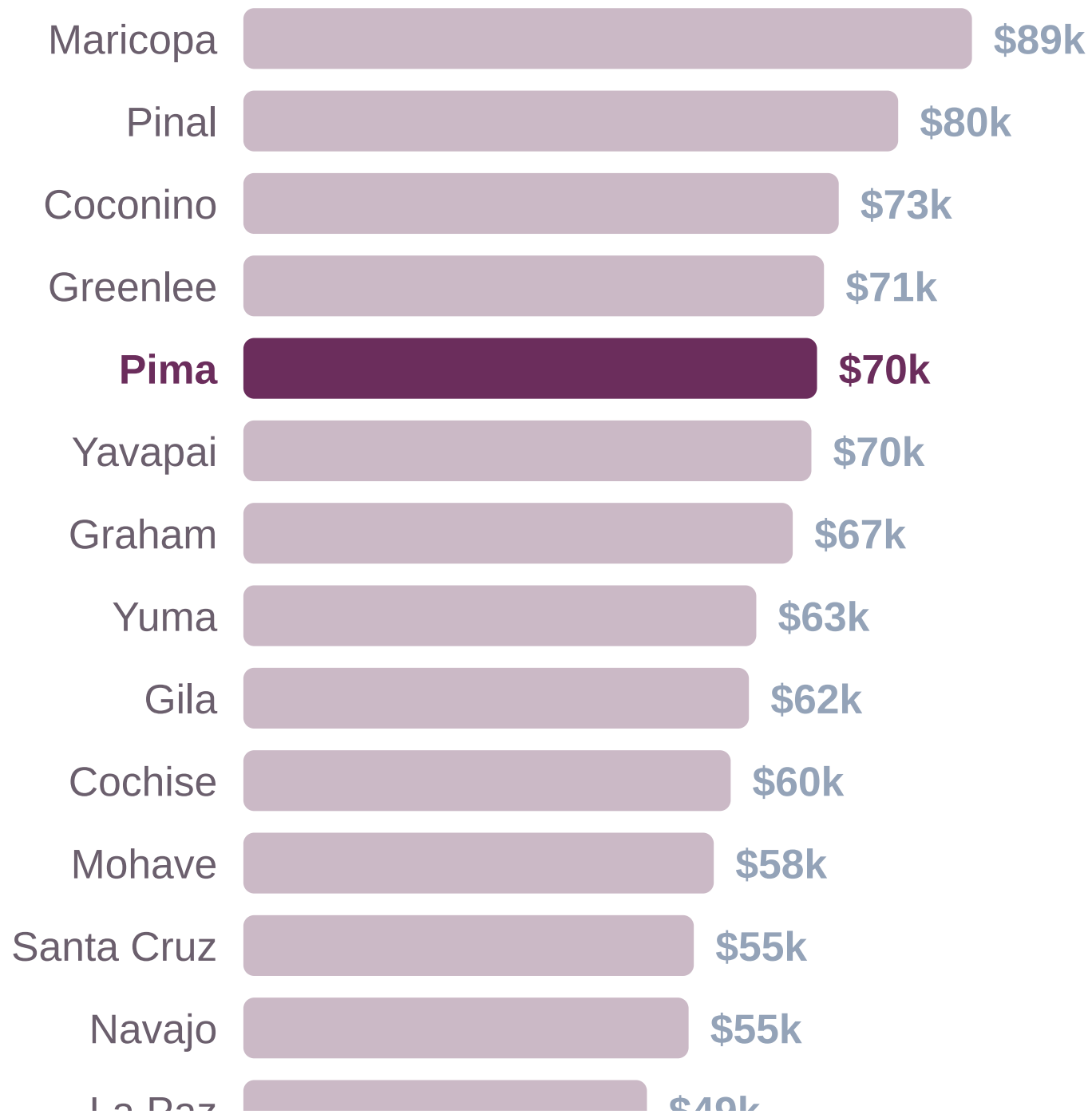


Source: PHIT Score Card — Pima County (Census ACS/ABS/AHS)

Median household income — Pima among Arizona’s 15 counties

Pima ranks 5th of 15 · below metro Maricopa

AZ · 15 COUNTIES



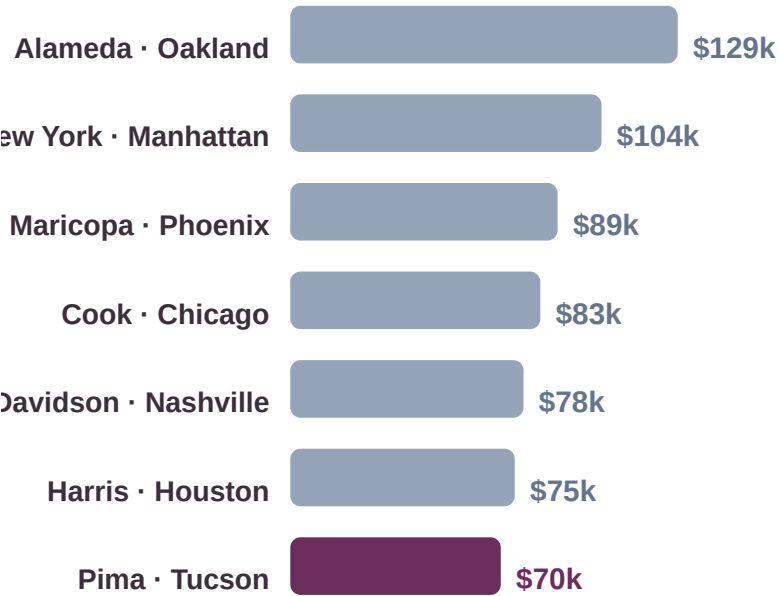


Source: U.S. Census QuickFacts (ACS 2020–24)

Median household income — Pima vs major U.S. metros

Pima is the lowest-income of the peer metros

NATIONAL

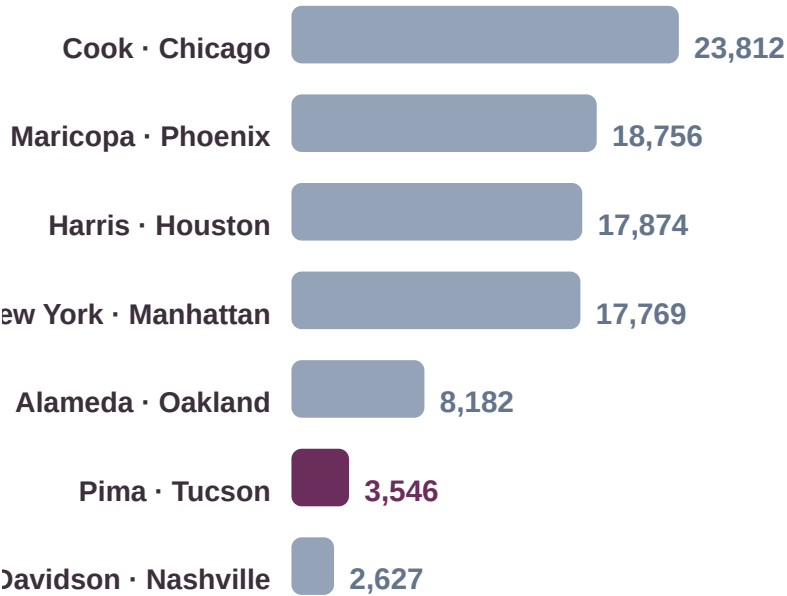


Source: U.S. Census QuickFacts (ACS 2020–24)

Women-owned businesses — the COUNT (Pima vs metros)

female-owned employer firms · raw counts — but these counties are very different sizes, so read the per-capita rate next →

NATIONAL · TOTAL



Source: U.S. Census QuickFacts — female-owned employer firms (2022 ABS)

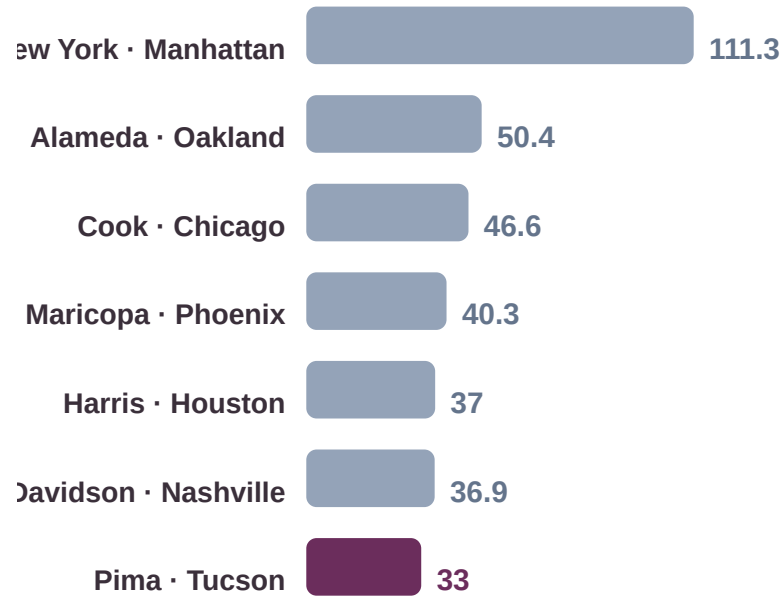
Women-owned businesses — the RATE (per 10,000 residents)

adjusted for population, Pima is close to the pack — not 7× behind · Manhattan's density is the outlier

Landmark laws — economic

POLICY

#### NATIONAL · PER CAPITA



Source: Female-owned employer firms (2022 ABS) ÷ county population (Census 2024) — calc

#### 1974 Equal Credit Opportunity Act

Credit & a mortgage without a male co-signer

#### 1978 Pregnancy Discrimination Act

Bars firing/demoting for pregnancy

#### 2009 Lilly Ledbetter Fair Pay Act

Restores the right to sue over pay discrimination

Source: U.S. federal statutes

#### LEGISLATION THAT SHAPED THIS

**1974 Equal Credit Opportunity Act**  
women could get credit in their own name

**1978 Pregnancy Discrimination Act**  
pregnancy = sex discrimination at work

**2009 Lilly Ledbetter Fair Pay Act**  
reset the clock on pay-discrimination claims

#### LOOKING FORWARD — OPPORTUNITIES & IMPROVEMENT

Convert Pima's near-even workforce share into **pay parity**: publish a Pima women's pay-gap dashboard, expand capital access for women-owned businesses, and attack the childcare-cost barrier that keeps women out of higher-wage roles.

### WHY IT MATTERS

the national pay gap has closed by more than half in fifty years, but Pima starts from a lower economic base than any comparison metro. Progress on equity here has to run alongside progress on regional wages — closing the gap to men matters less if the whole local ladder sits lower than everywhere we measure against.



## Girls' Leadership & Education

women out front

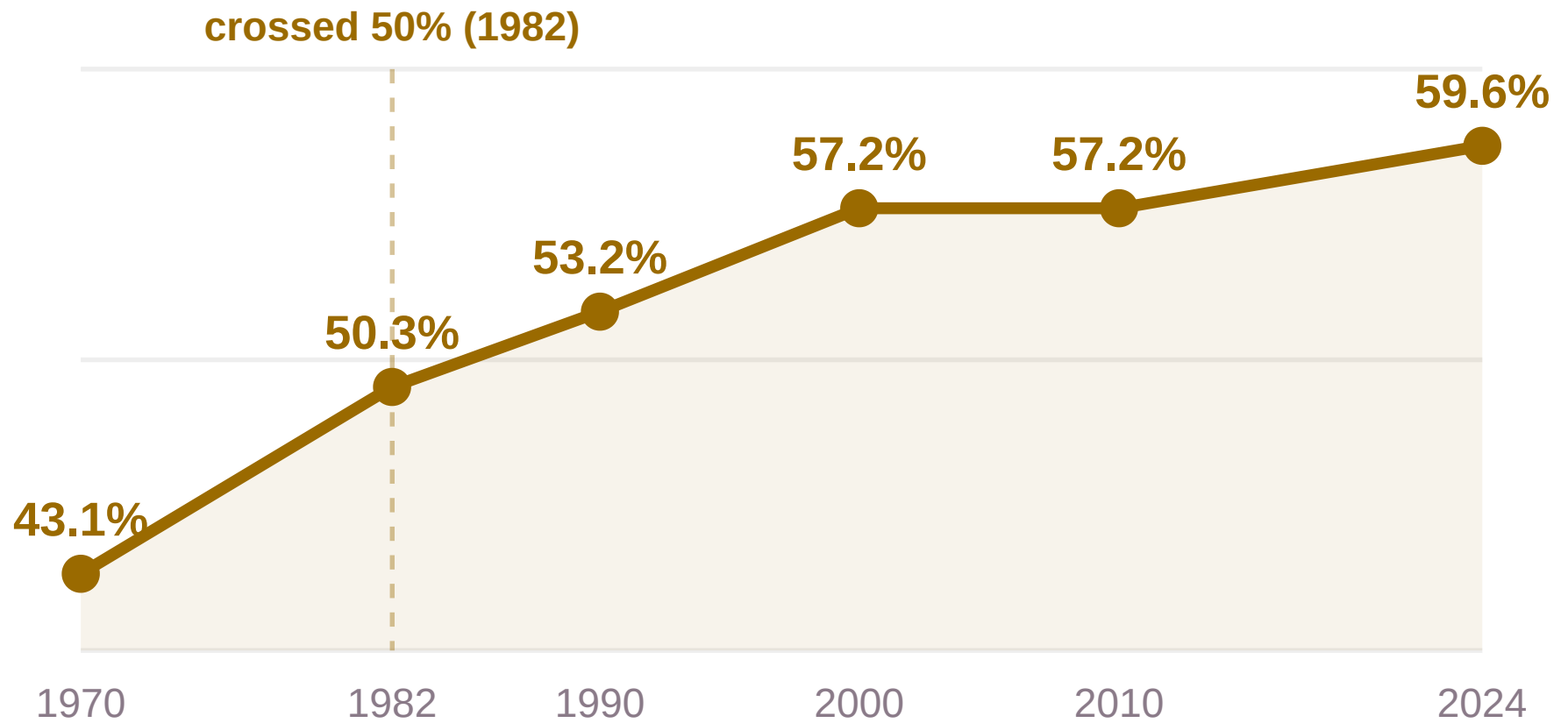
Research & preparation: **Ashley Rubin — Education & Workforce**

If one chart could stand for the last half-century, it might be this one: in 1970 women earned about **43%** of U.S. bachelor's degrees; by 1982 they crossed 50%, and today they earn nearly **60%**. Women are now the majority of college students and college graduates in America — a complete reversal from the world the Commission's founders knew.

Pima is a genuine bright spot. At **36.8%** of adults holding a bachelor's degree or higher, Pima ranks **2nd of Arizona's 15 counties**, just behind Coconino and ahead of Maricopa. Against the big national metros it lands mid-pack — but educational attainment is one area where Pima clearly outperforms most of the state.

### Women as a % of U.S. bachelor's degrees

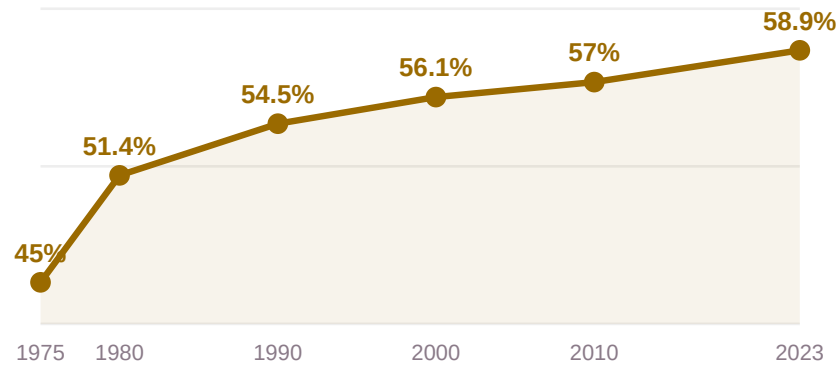
50-YR TREND



Source: NCES Digest of Education Statistics, Table 318.10

### Women's share of U.S. college enrollment

50-YR TREND



Source: NCES Digest, Table 303.10

### Where Pima women graduate — today

the Pima lens on the national trend · women are 55% of UArizona undergrads and finish above the campus average (66–68%)

PIMA · ARIZONA

**AZ high school (5-yr)**



**83%**

**women — 6-yr grad**



**69.5%**

**women — 4-yr grad**



**51%**

**women — completion**



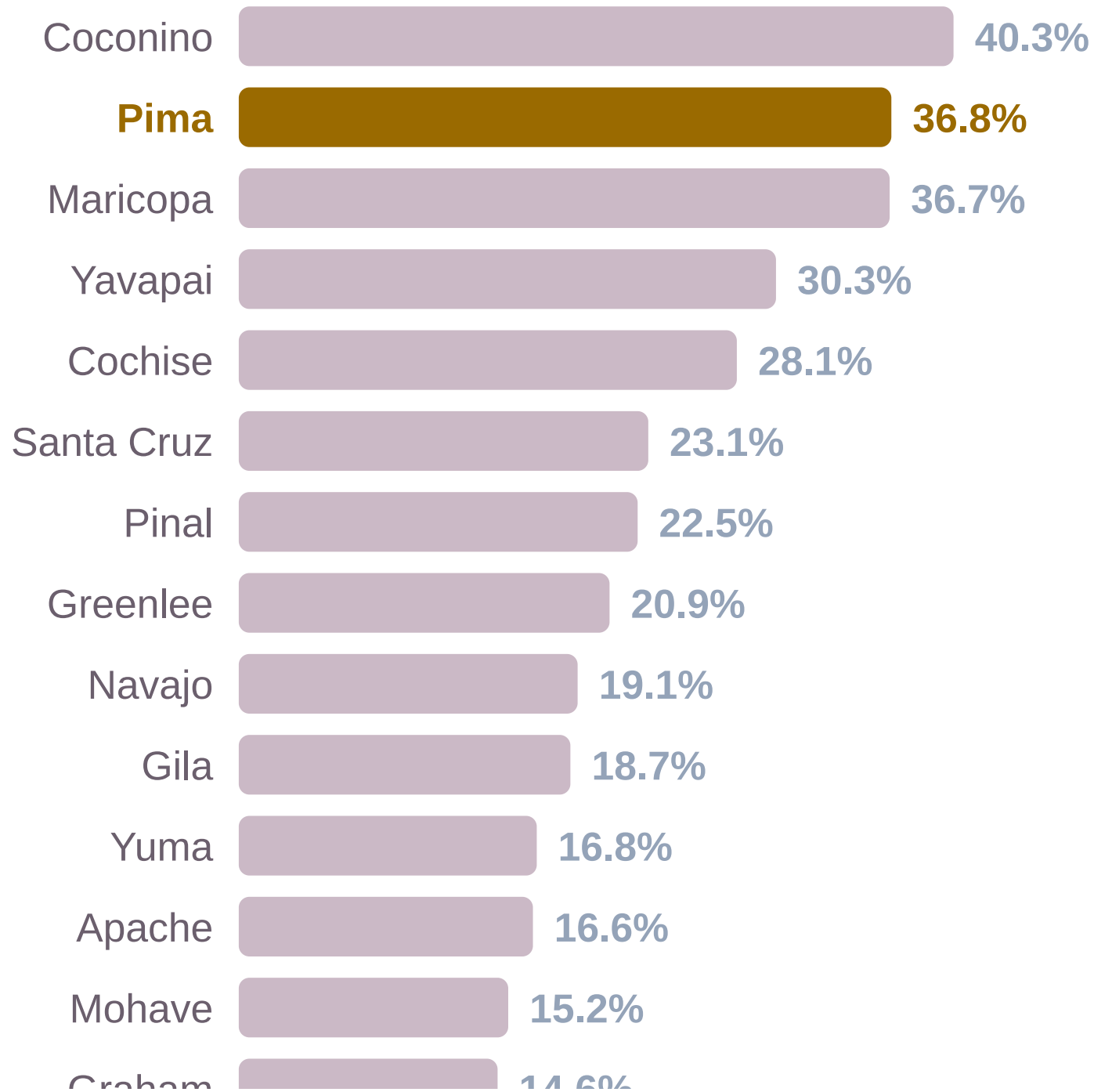
**48%**

*Source: AZED · UArizona UAIR · Pima Community College (Ashley Rubin's research)*

### **Bachelor's degree or higher — Pima among Arizona's 15 counties**

Pima ranks 2nd of 15 — a genuine Arizona strength

**AZ · 15 COUNTIES**



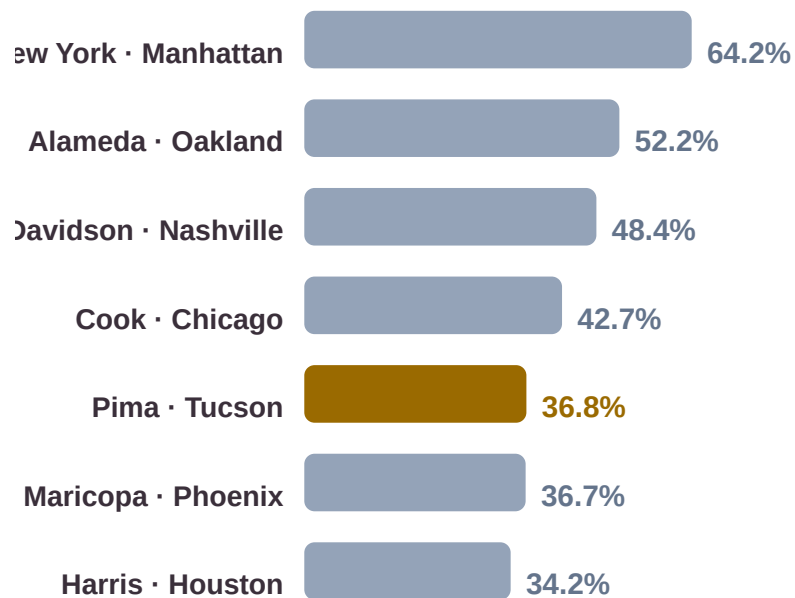


Source: U.S. Census QuickFacts (ACS 2020–24)

### Bachelor's+ — Pima vs major U.S. metros

top of Arizona, mid-pack against the big metros

NATIONAL



Source: U.S. Census QuickFacts (ACS 2020–24)

### Landmark laws — education

POLICY

- 1972 Title IX**  
Bars sex discrimination in federally funded education
- 1974 Women's Educational Equity Act**  
Funds gender equity in schools
- 1976 Education Amendments (P.L. 94-482)**  
Opens Title IX graduate fellowships to women

Source: U.S. federal statutes

### LEGISLATION THAT SHAPED THIS

- |                                                                |                                                                        |                                                |
|----------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------|
| <b>1972 Title IX</b><br>barred sex discrimination in education | <b>1974 Women's Educational Equity Act</b><br>funded equity in schools | <b>1976 Education Amendments (P.L. 94-482)</b> |
|----------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------|

grad fellowships for underrepresented women — the Commission's founding-year anchor

#### LOOKING FORWARD — OPPORTUNITIES & IMPROVEMENT

Turn #2-in-Arizona attainment into **earnings**: build STEM and skilled-trade on-ramps from UArizona & Pima Community College, expand childcare and flexible scheduling for non-traditional completers, and push wage parity in the nursing and education fields where Pima women concentrate.

#### WHY IT MATTERS

education is Pima's strongest lever. A county that ranks #2 in Arizona for women's degree attainment has a pipeline of talent — and the challenge shifts from getting women *credentialed* to making sure the local economy pays them what that education is worth.



## Safety & Domestic Violence

down sharply, still high

Research & preparation: **Stephanie Noriega** — Health & DV Advocacy

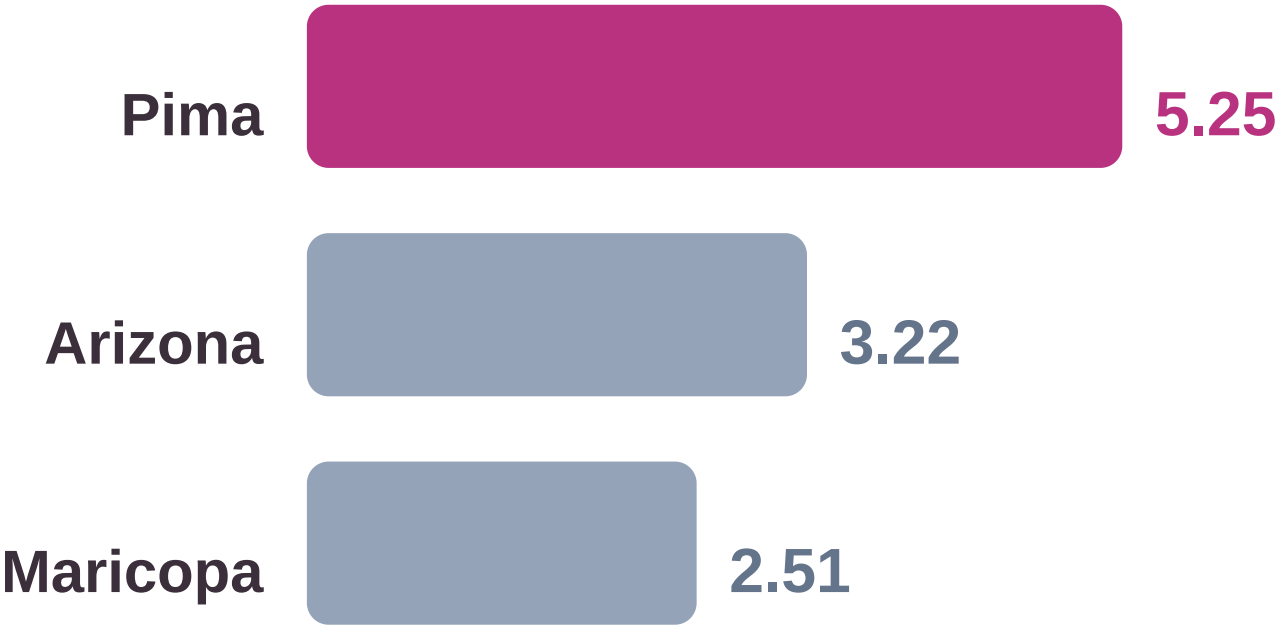
The safety story is one of real, measurable progress shadowed by a floor that will not fall. Intimate-partner violence against women, measured consistently since 1993, dropped roughly **63%** — one of the clearest public-health wins of the era. Yet nationally, close to half of women still report some form of intimate-partner violence in their lifetime, and about one in three report severe physical violence.

Locally the scale is stark: Pima's law-enforcement agencies field on the order of **15,000 domestic-violence calls a year** — roughly 26 every day — and Tucson City Court carries 1,500–2,000 active DV cases at any time. Arizona's firearm-involved domestic-violence homicide rate runs well above the national figure.

**Intimate-partner FIREARM homicide — Pima has the worst rate in AZ**

firearm deaths per 100,000 residents, 2009–2013 · Pima ~2× Maricopa · Arizona runs ~45% above the U.S. — but this counts GUNS ONLY (see next)

PIMA · AZ · RATE PER 100K

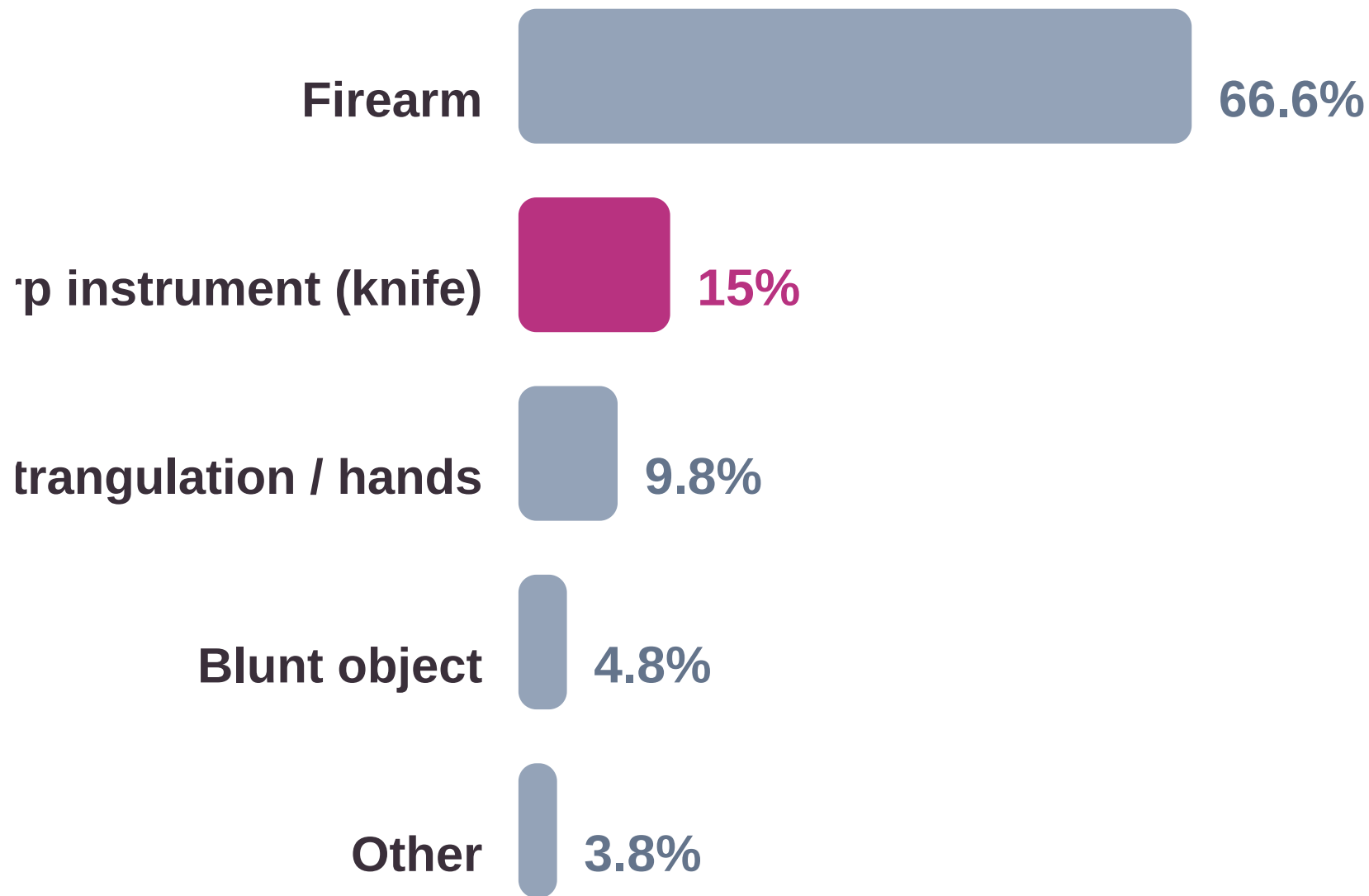


Source: Everytown & AZ Coalition to End Sexual & DV — Census of DV Gun Homicides in Arizona (2015)

**...but 1 in 3 are NOT guns — intimate-partner homicide of women by weapon (U.S.)**

a knife, strangulation, or beating killing shows up HERE, not in the firearm chart — a gun-only measure misses a third of these deaths

U.S. · WHERE STABBINGS SHOW UP



Source: CDC MMWR / NVDRS — IP homicide of women 18+, 2018–2021

**DV homicide of women — Arizona vs U.S. (ALL methods, per 100k women)**

**Intimate-partner violence against women — U.S.**  
per 1,000 women 12+ · comparable only from 1993 (survey redesign) — a ~63% drop

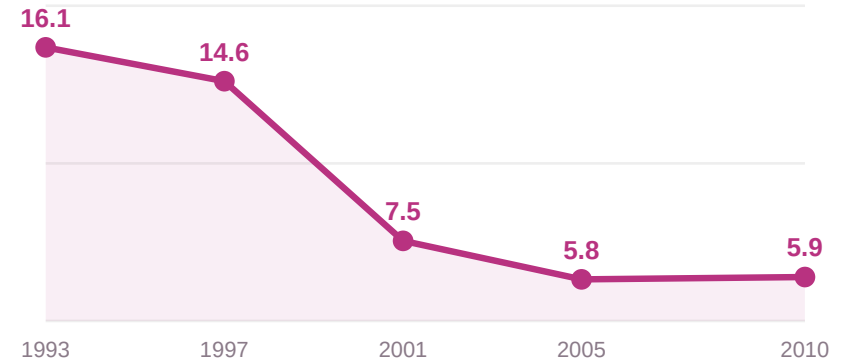
Arizona runs ~58% above the U.S. · AZ 2022: 56 women killed (1.52/100k) · U.S.: 0.96/100k · Pima recorded 8 DV-related deaths in 2022 (county counts are small-n & volatile year to year)

AZ · U.S. · COUNT + RATE



Source: ACESDV Fatality Report 2022 (AZ) · CDC MMWR/NVDRS (U.S.)

SINCE 1993

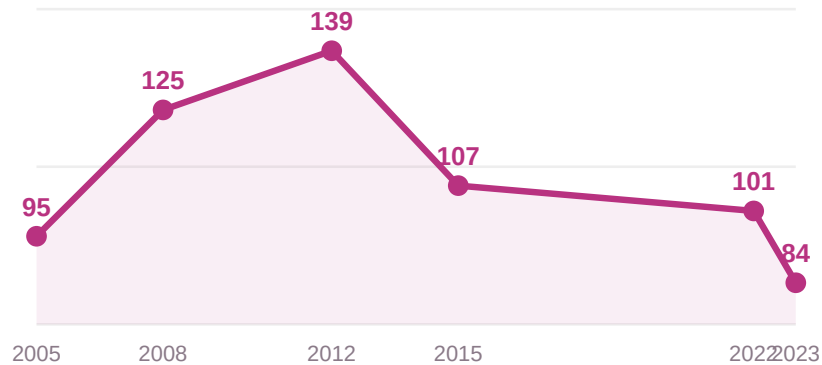


Source: BJS, National Crime Victimization Survey

## Domestic-violence deaths — Arizona

media-monitored counts (a floor, not a registry)

AZ · SINCE 2005



Source: AZ Coalition to End Sexual & Domestic Violence

## The scale — Pima first, then the gun factor

PIMA · AZ · U.S.

DV CALLS / YR — PIMA

~15,000

TPD + Sheriff · ~26/day (Stephanie)

IP FIREARM HOMICIDE — PIMA

5.25/100k

2× Maricopa · 2009–13

AZ WOMEN KILLED BY A  
PARTNER WHO WERE SHOT

62%

FBI SHR

↑ HOMICIDE RISK, GUN IN THE  
HOME

500%

Everytown

Source: Everytown/ACESDV · CDC NISVS · TPD/Sheriff (Pima)

## Landmark laws — safety

## POLICY

### 1994 Violence Against Women Act (VAWA)

Federal funding & protections for survivors

### 2013 VAWA reauthorization

Adds tribal, LGBTQ & immigrant protections

### 2022 VAWA reauthorization

Restores tribal jurisdiction; closes gaps

Source: U.S. federal statutes



## LEGISLATION THAT SHAPED THIS

### 1994 Violence Against Women Act

first federal DV framework + funding

### 2013 VAWA reauthorization

extended protections (tribal, LGBTQ, immigrant)

### 2022 VAWA reauthorization

added prevention & housing provisions



## LOOKING FORWARD — OPPORTUNITIES & IMPROVEMENT

Shift from response to **prevention**, and **track the whole picture**: a gun-only measure misses ~1 in 3 killings, so Pima should publish an **all-method** DV-homicide count and rate every year — and break out **dating violence among women 16–24** (18% of female victims are under 25). Fund lethality assessments and firearm-surrender enforcement, and sustain Emerge and SACASA capacity.

## WHY IT MATTERS

the trend line proves prevention works — rates fell by nearly two-thirds when the country decided to act. But "down sharply" and "still high" are both true. Fifteen thousand calls a year is not a residual problem; it is a daily one, and the gun-homicide gap makes Arizona's version of it more lethal than most.



## Justice & Incarceration

the fastest-growing group

Research & preparation: **Committee research**

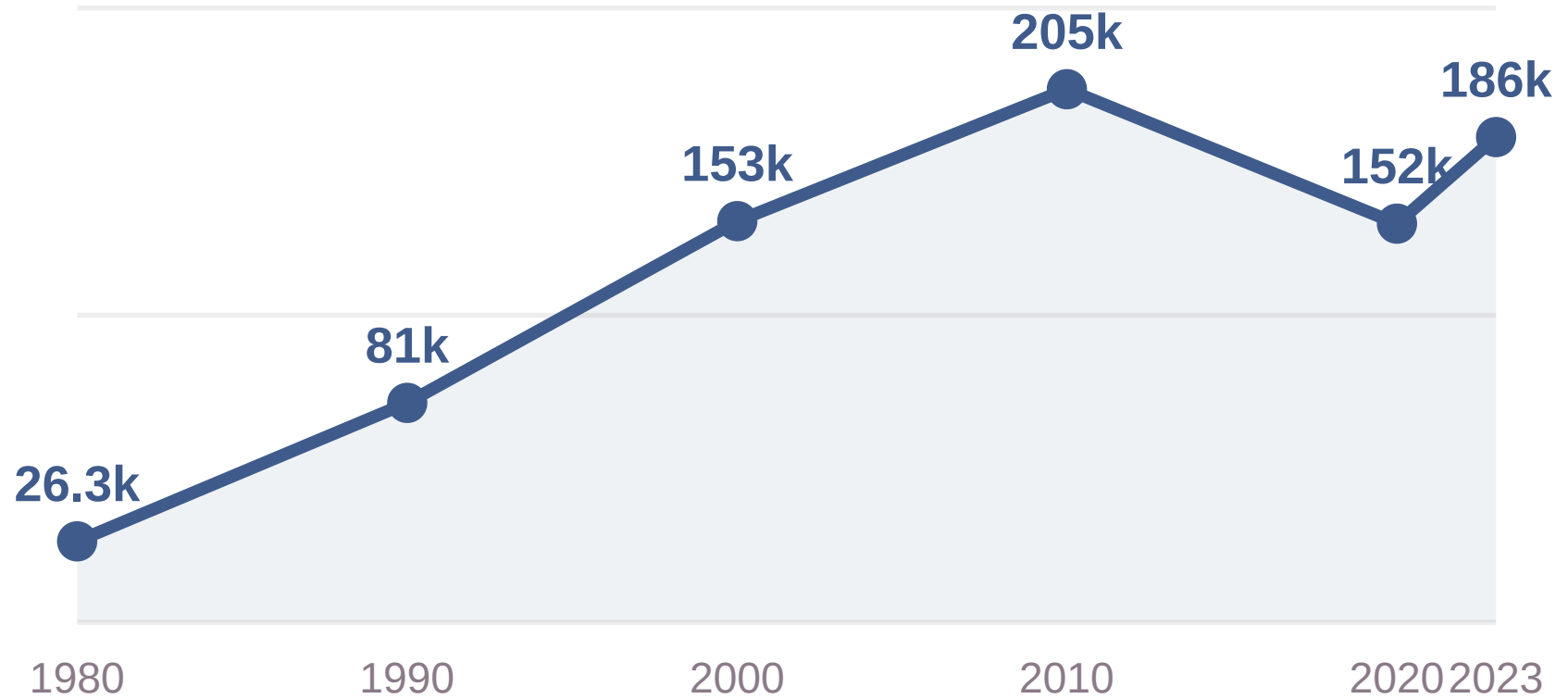
Women are the fastest-growing group in the American justice system, and it is not close. Since 1980 the number of women in U.S. prisons and jails has grown by roughly **600%** — far outpacing the (already steep) growth in the male population. Arizona mirrors the national picture almost exactly: the state's female prison population grew about **twentyfold** between the late 1970s and 2017.

Behind the count is a specific human reality. Around **80%** of women in jail are mothers, most of them primary caregivers, and roughly **60%** of women in jail have not been convicted of anything — they are awaiting trial, often unable to make bail.

### Women in U.S. prisons & jails

count · +607% since 1980 (intermediate points approximate)

50-YR TREND



Source: The Sentencing Project · Prison Policy Initiative

### Who is incarcerated — and how it grew

U.S.

WOMEN'S PRISON GROWTH 1978–2015

**834%**

vs 367% for men · PPI

JAILED WOMEN WHO ARE MOTHERS

**~80%**

Prison Policy Initiative

### Female imprisonment rate — U.S.

per 100,000 women

PEAK & DECLINE

#### WOMEN IN JAIL NOT CONVICTED

**60%**

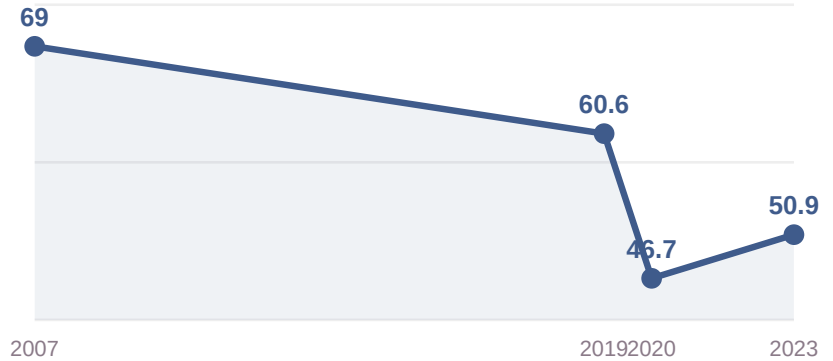
awaiting trial · PPI

#### AZ WOMEN IN PRISON, 1978 → 2017

**20×**

180 → 3,720 · Vera

Source: Prison Policy Initiative · Vera Institute



Source: Council on Criminal Justice

#### Reform milestones

##### POLICY

**2018**

##### First Step Act

Limits shackling of pregnant women; federal sentencing reform

**2022**

##### Pregnant Women in Custody Act (proposed/partial)

Standards for pregnant & postpartum people in custody

**1994**

##### VAWA

Also funds courts & survivor-defendant protections

Source: U.S. federal statutes

#### LEGISLATION THAT SHAPED THIS

**1994**

##### VAWA — courts

specialized DV court response

**2018**

##### First Step Act

sentencing & reentry reform

**2022**

##### Pregnant Women in Custody Act

standards for incarcerated pregnant women

#### **LOOKING FORWARD — OPPORTUNITIES & IMPROVEMENT**

Expand **pretrial diversion for mothers**, caregiver-sensitive sentencing, and reentry housing — and start tracking Pima's female jail population by year so the local picture is visible.

#### **WHY IT MATTERS**

incarceration is a women's issue that is rarely framed as one. When most jailed women are un-convicted mothers, each case ripples outward to children and households — which means bail, pretrial, and caregiving policy are squarely within a women's commission's remit.



## Childcare & Housing Security

the biggest gap

Research & preparation: **Ashley Rubin — Housing & Financial Autonomy**

Care and housing are where economic strain lands hardest on women. Poverty among single-mother families has fallen from about **37%** in the mid-1970s to roughly **24%** today — real progress — but that rate is still about twice the overall U.S. poverty rate, and it has barely moved in some decades.

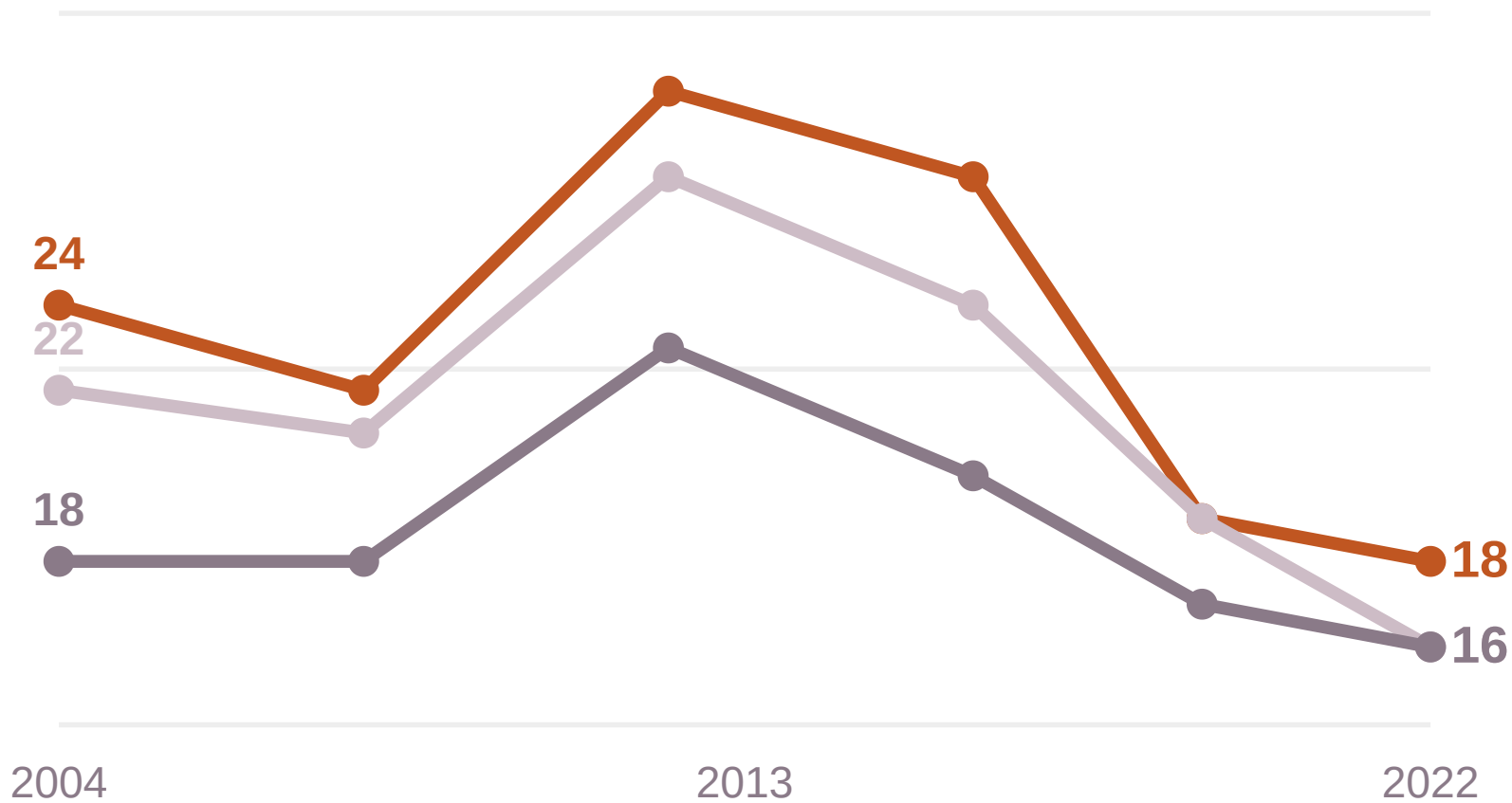
In Pima, the picture is mixed. The county's overall poverty rate of **13.8%** is 5th-lowest of Arizona's 15 counties, better than most of the state — yet still above metro Maricopa. On the other side of the ledger, Pima posts the **highest homeownership** of any peer metro at about 65%, ahead of Phoenix, Chicago, Houston, Oakland, and far ahead of Manhattan. The sharpest local vulnerability is young women: women 18–24 are the single largest group living in poverty in Tucson.

### **Children in poverty — Pima vs Arizona vs U.S., 2004 → 2022**

Pima (bold) runs above both but is converging · 36,448 Pima children in poverty (18%) in 2022, down from 52,687 (24%) in 2004

PIMA · AZ · U.S. · TREND

 **Pima**  Arizona  U.S.



Source: County Health Rankings trends (Census SAIPE), via the Force for Health PHIT data hub — Pima / AZ / U.S.

### Poverty rate — single-mother families, U.S.

still ~2× the overall U.S. poverty rate

50-YR TREND

### Family & caregiving

U.S. / PIMA

GRANDPARENTS RAISING  
GRANDKIDS (U.S.)

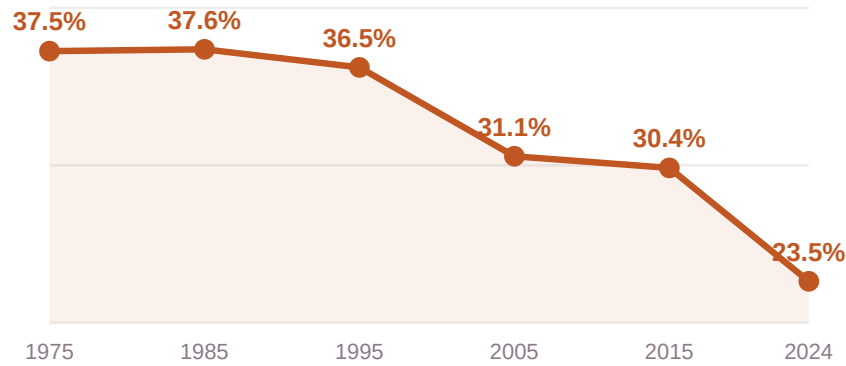
**32.7%**

~2.1M responsible · AZ ≈ national

WOMEN 18–24 — LARGEST  
POVERTY GROUP, TUCSON

**12%**

DataUSA



Source: U.S. Census Bureau, CPS Historical Poverty Tables

#### HOMEOWNERSHIP — PIMA

**65.2%**

= Maricopa & U.S. · ACS

#### SINGLE-MOTHER RENT BURDEN

**30–50%+**

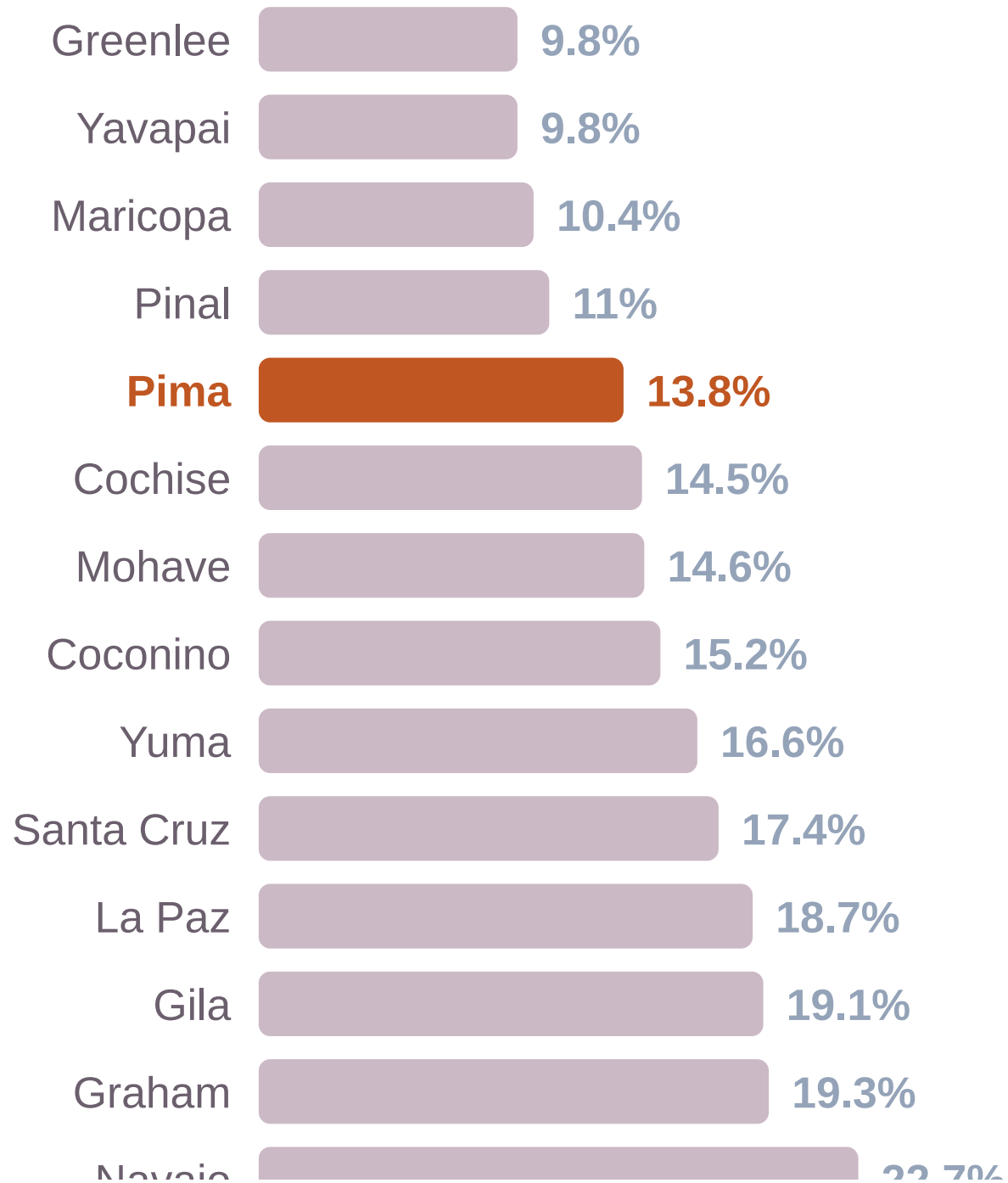
of income · Census

Source: Census ACS S1002 · DataUSA · Census ACS

#### Poverty rate — Pima among Arizona's 15 counties

lower is better · Pima 5th-lowest of 15, but above metro Maricopa

AZ · 15 COUNTIES



Navajo 22.7%

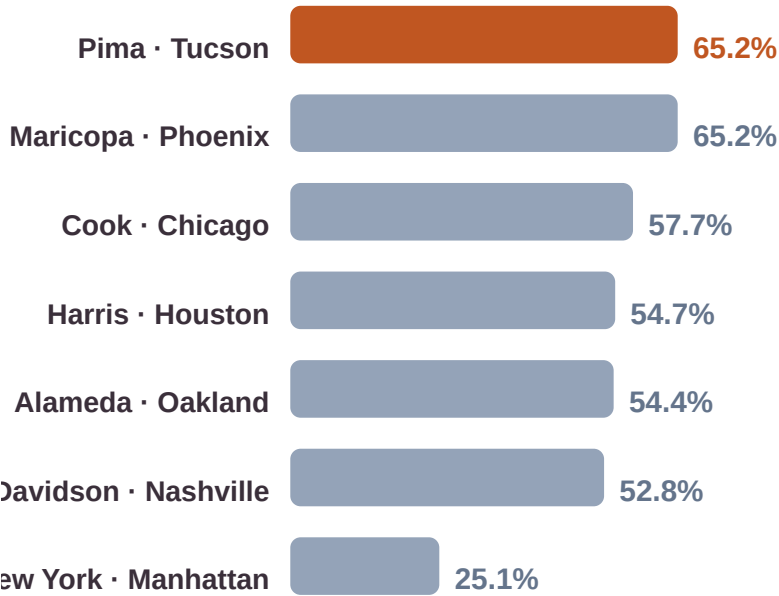
Apache 29.3%

Source: U.S. Census QuickFacts (ACS 2020–24)

Homeownership — Pima vs major U.S. metros

Pima leads every peer metro on homeownership

NATIONAL



Source: U.S. Census QuickFacts (ACS 2020–24)

Landmark laws — family & housing

POLICY

- 1988** Fair Housing Act amendments  
Bars discrimination against families with children
- 1990** Child Care & Development Block Grant  
Federal childcare subsidies for working families
- 1993** Family & Medical Leave Act  
Job-protected leave for a new child or illness

Source: U.S. federal statutes



LEGISLATION THAT SHAPED THIS

- 1976** Tax Reform Act
- 1988** Fair Housing Amendments
- 1993** Family & Medical Leave Act  
job-protected leave for caregiving

spousal IRAs — women's independent asset-building

barred housing discrimination by sex/family status

#### **LOOKING FORWARD — OPPORTUNITIES & IMPROVEMENT**

Establish a formal liaison with the City's **Commission on Equitable Housing & Development** (Ashley's recommendation), target down-payment assistance for single female heads-of-household, and expand workforce and student housing for women 18–24.

#### **WHY IT MATTERS**

Pima does well on the asset most families build wealth through — home ownership — while its youngest women carry the heaviest poverty burden. Housing security and childcare access are the difference between a young woman climbing or stalling, and that is where the biggest local gap sits.



## Healthcare & Wellness

good inputs, middling outcomes

*Research & preparation:* **Stephanie Noriega — Health & Wellness**

Pima's health story is "good inputs, middling outcomes." Screening rates are solid — mammography for women 50–74 sits right at the U.S. average and above the Arizona average — and the county's teen birth rate has fallen steeply and runs **below** the state rate. On insurance, Pima is 3rd-best of Arizona's 15 counties.

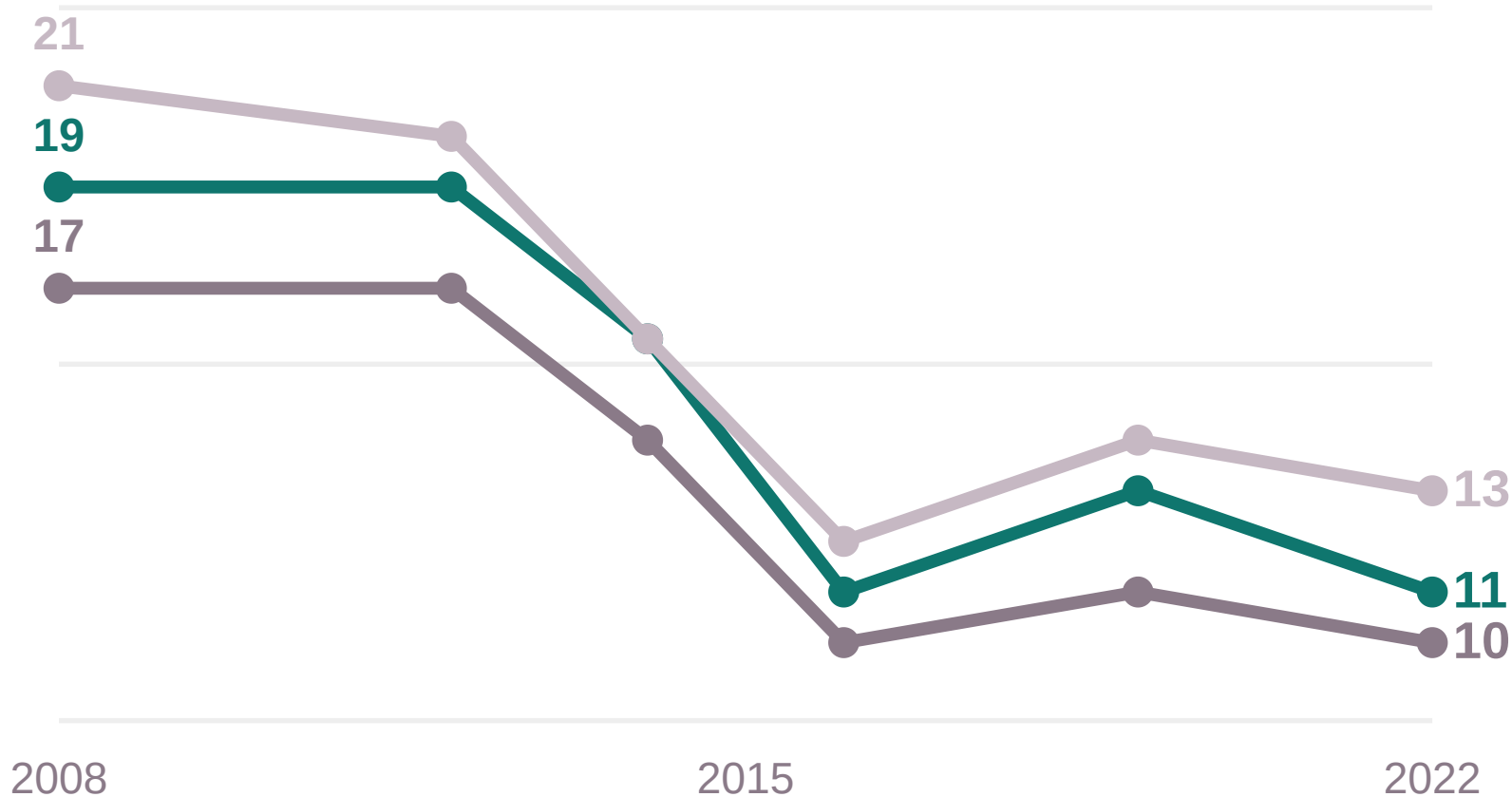
But outcomes lag the inputs. Maternal mortality nationally spiked during the pandemic before easing, and Pima's own maternal-health indicators — maternal mortality near **28 per 100,000**, severe maternal morbidity, and postpartum depression around 14% — show a system that gets women in the door but does not always carry them safely through pregnancy and the year after.

**Uninsured — Pima vs Arizona vs U.S., 2008 → 2022**

Pima (bold) tracks between Arizona and the nation · the ACA drops Pima from 19% — 156,183 people (2008) — to 11%, 91,505 people (2022)

PIMA · AZ · U.S. · TREND

■ Pima ■ Arizona ■ U.S.



Source: County Health Rankings trends (Census SAHIE), via the Force for Health PHIT data hub — Pima / AZ / U.S.

### Mammography screening — Pima leads every year

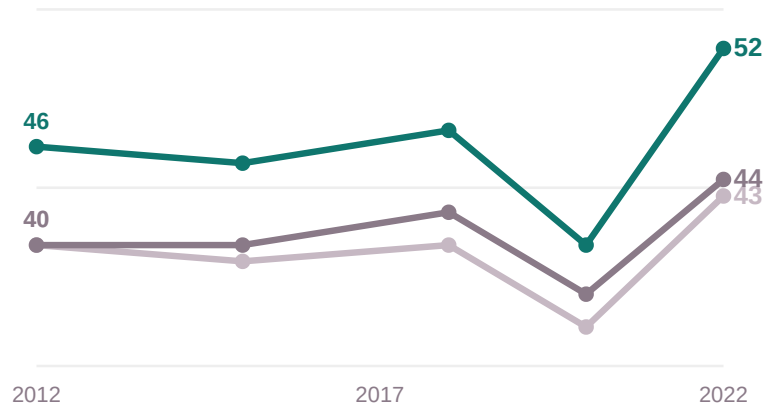
women on Medicare ages 65–74 screened · Pima (bold) above Arizona and the U.S. throughout, 52% by 2022

### U.S. maternal mortality rate

deaths per 100,000 births · comparable NCHS series begins 2018 · COVID peak 32.9 (2021) · county-level Pima rate is suppressed (small numbers)

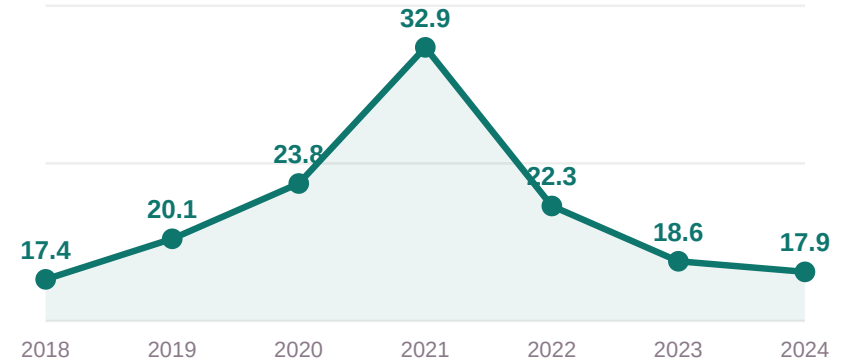
PIMA · AZ · U.S. · TREND

■ Pima ■ Arizona ■ U.S.



Source: County Health Rankings trends (CMS/Medicare), via the PHIT data hub — Pima / AZ / U.S.

SINCE 2018



Source: CDC / NCHS, National Vital Statistics

Pima women — health today

PIMA NOW

MATERNAL MORTALITY

**28/100k**

CDC Pregnancy Mortality

CERVICAL & BREAST SCREENING

**77%**

CDC BRFS

REPRODUCTIVE-AGE UNINSURED

**12%**

vs 11.4% nat · ACS

INFANT MORTALITY

**56/10k**

CDC NCHS

POSTPARTUM DEPRESSION

**14%**

CDC PRAMS

SEVERE MATERNAL MORBIDITY

**98/10k**

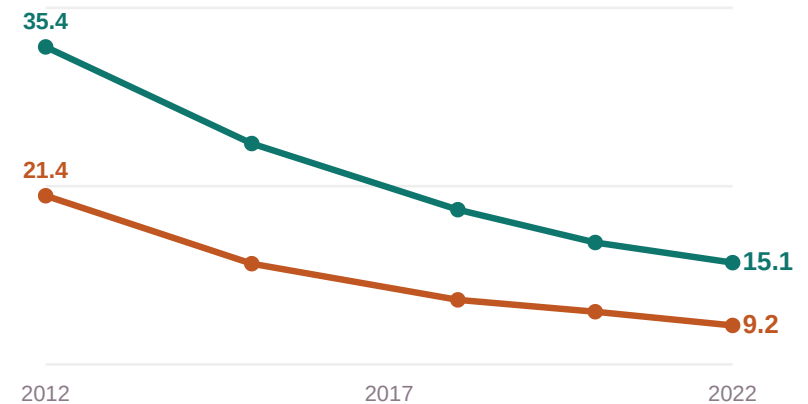
CDC SMM Index

Teen birth rate — Arizona & Pima

per 1,000 females 15–19 · Pima below the state

AZ · PIMA TREND

■ Arizona ■ Pima



Source: PHIT Score Card — Pima County (CDC / Census)

Access — Pima vs Arizona vs U.S.

COMPARE mammography (women 50–74)



Source: County Health Rankings 2025

Source: AZDHS Teen Pregnancy Report 2022

The disparity & the rank

U.S. / AZ

BLACK VS WHITE MATERNAL MORTALITY

**3.2×**

44.8 vs 14.2 · CDC 2024

U.S. PRETERM BIRTH RATE

**10.4%**

March of Dimes

PIMA HEALTH-FACTORS RANK IN AZ

**#2 / 15**

but #6 of 15 on outcomes

MENTAL-HEALTH PROVIDERS /100K — PIMA

**241**

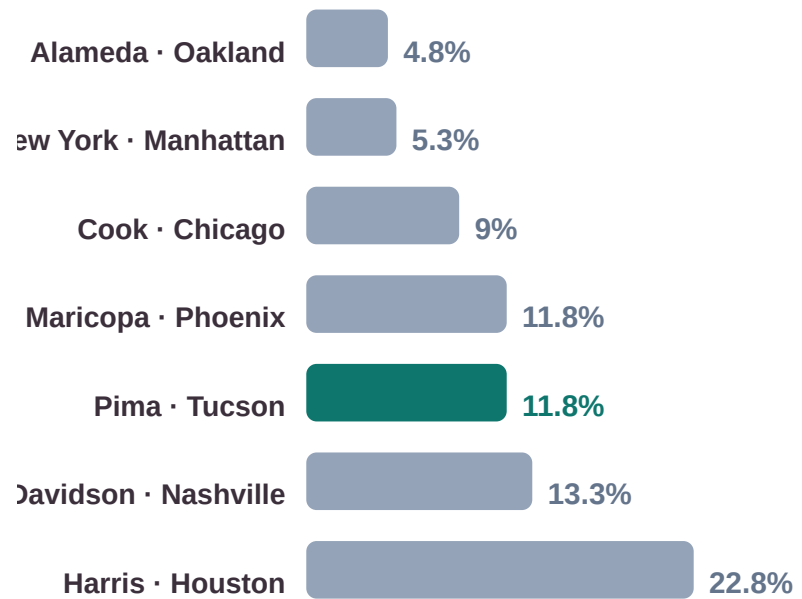
vs 350 U.S. (fewer)

Source: CDC · County Health Rankings 2022

Uninsured (under 65) — Pima vs major U.S. metros

lower is better · Pima mid-pack; CA/NY metros far lower

NATIONAL

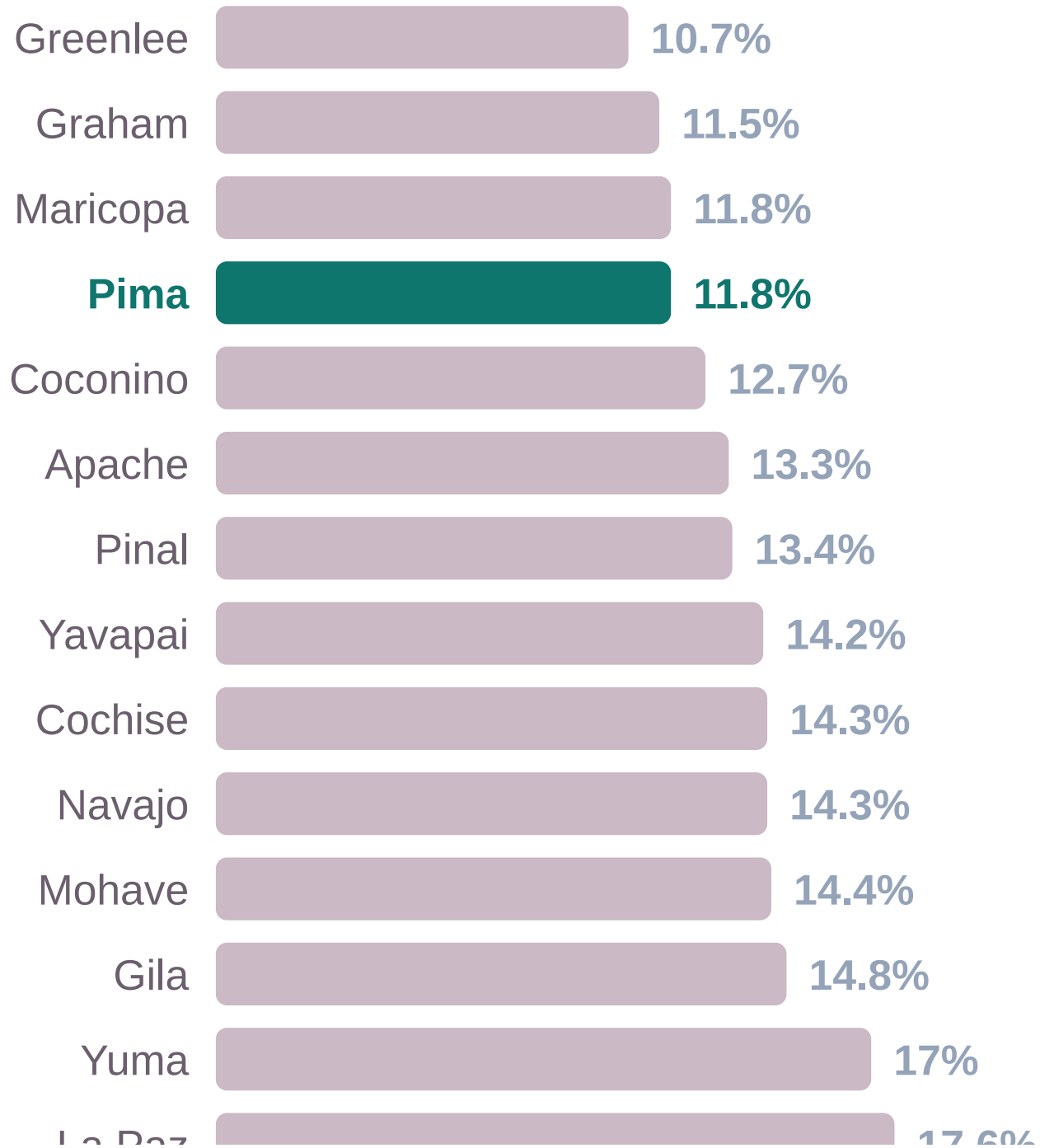


Source: U.S. Census QuickFacts (ACS 2020–24)

### Uninsured (under 65) — Pima among Arizona's 15 counties

lower is better · Pima 3rd-lowest of 15

AZ · 15 COUNTIES



La Paz

17.0%

Santa Cruz

19.5%

Source: U.S. Census QuickFacts (ACS 2020–24)

## Landmark laws — health

### POLICY

1970

#### Title X Family Planning

Publicly funded reproductive health care

2010

#### Affordable Care Act

Women's preventive services & maternity coverage

2022

#### Maternal-health funding (M omnibus provisions)

Targets the maternal-mortality & disparity crisis

Source: U.S. federal statutes



## LEGISLATION THAT SHAPED THIS

1970

#### Title X Family Planning

publicly funded reproductive care

2010

#### Affordable Care Act

maternity as essential benefit; coverage expansion

2023

#### Pregnant Workers Fairness Act

reasonable accommodations at work



## LOOKING FORWARD — OPPORTUNITIES & IMPROVEMENT

Close the "good access, harder outcomes" gap: invest in the **postpartum year**, grow the promotora and mental-health workforce, and stand up a Pima women's health dashboard drawn from the PHIT Score Card.

### WHY IT MATTERS

when access is strong but outcomes are only average, the problem is quality and follow-through, not reach. Pima doesn't need to convince women to get screened — it needs to close the gap between a good check-up rate and a safe delivery, especially in the postpartum year.



## Civic Representation

Arizona leads

Research & preparation: **Halle** — **Voting & Civic Engagement**

Representation is the arena where Arizona genuinely leads. Nationally, women went from about **8%** of state legislators in 1975 to roughly **33%** today, and from a near-invisible share of Congress to about 28%. Arizona sits near the very top of that distribution: women hold close to **49%** of the state legislature — 5th in the nation and nearly parity.

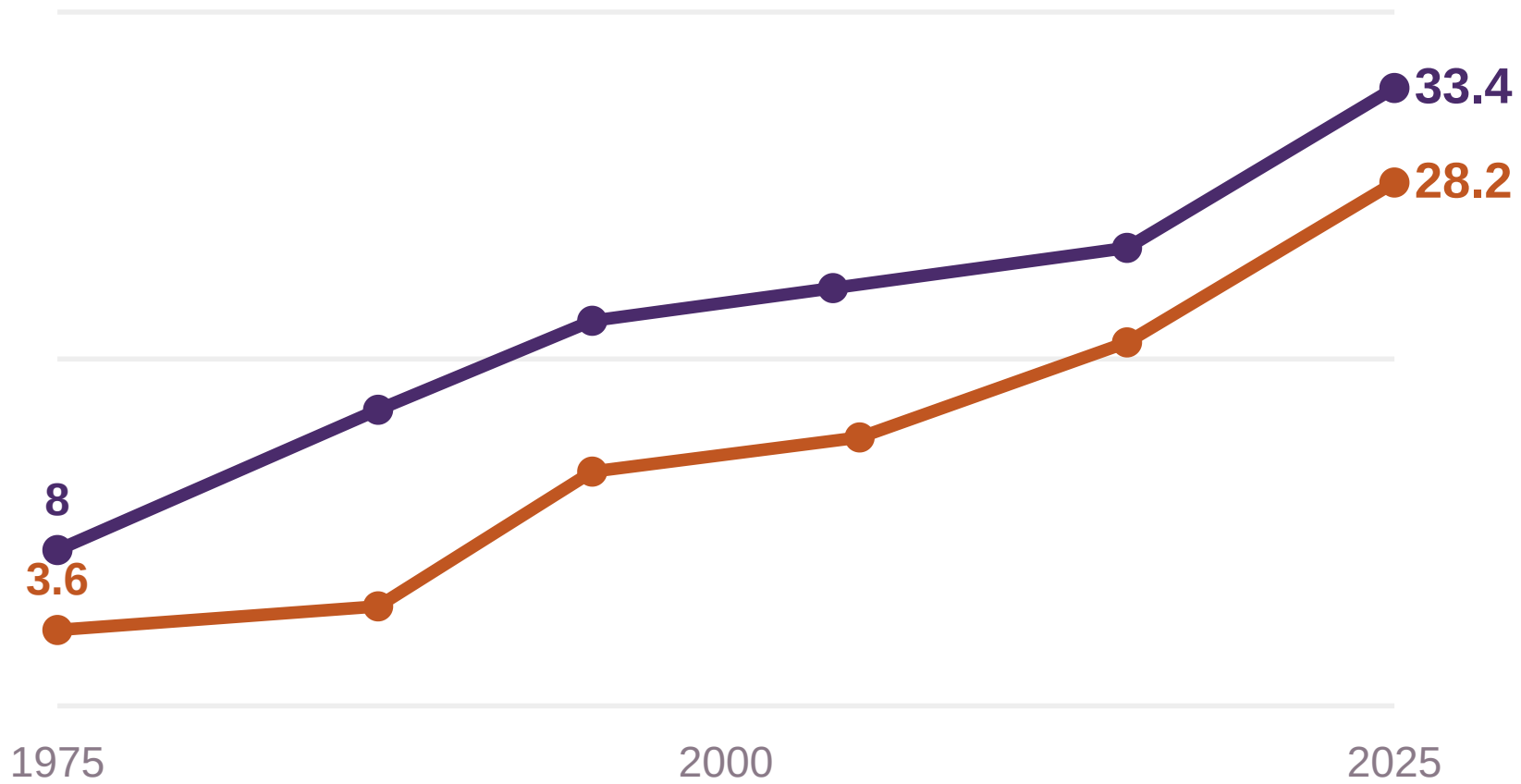
The vote itself has long been women's strength. Women have out-voted men in every presidential election since 1980, and did so again in 2024 (about 67% to 64%). The remaining gap is local and concrete: the Pima County/Tucson Women's Commission itself currently has **15 of 20 seats filled**.

### Women in office — state legislatures vs Congress

both %, U.S., 1975 → 2025

50-YR TREND

■ State legislatures ■ U.S. Congress



Source: Center for American Women and Politics (CAWP), Rutgers

### Women in the legislature — Arizona vs U.S.

**COMPARE** Arizona ranks 5th in the nation

### PCTWC seats filled

**TODAY**

Arizona



48.9%

U.S. average



33.4%

Source: CAWP — Arizona / national

15/20

75%



seated commissioners · 5 open seats to fill

Source: The Commission's own roster

## Landmark laws — the vote

### POLICY

#### 1912 Arizona grants women the vote

8 years before the nation

#### 1920 19th Amendment

Women's suffrage nationwide

#### 1993 National Voter Registration Act

"Motor Voter" — easier registration

Source: AZ Constitution · U.S. federal statutes



### LEGISLATION THAT SHAPED THIS

**1912** Arizona women win the vote  
8 years before the 19th Amendment

**1920** 19th Amendment  
national women's suffrage

**1993** National Voter Registration Act  
"motor voter" — easier registration



### LOOKING FORWARD — OPPORTUNITIES & IMPROVEMENT

Convert Pima's high turnout into **representation**: register the 250,000+ Arizona women who don't regularly vote, remove caregiving, language, and transport barriers, and build the pipeline from advocate to officeholder — starting by filling the Commission's own open seats.

### WHY IT MATTERS

Arizona is a national leader in electing women, and Pima women vote at high rates — so the representation gap here is not about capacity or turnout. The nearest fix is the most direct one: fill the Commission's own five open seats.



## The Women's Vote — by demographic

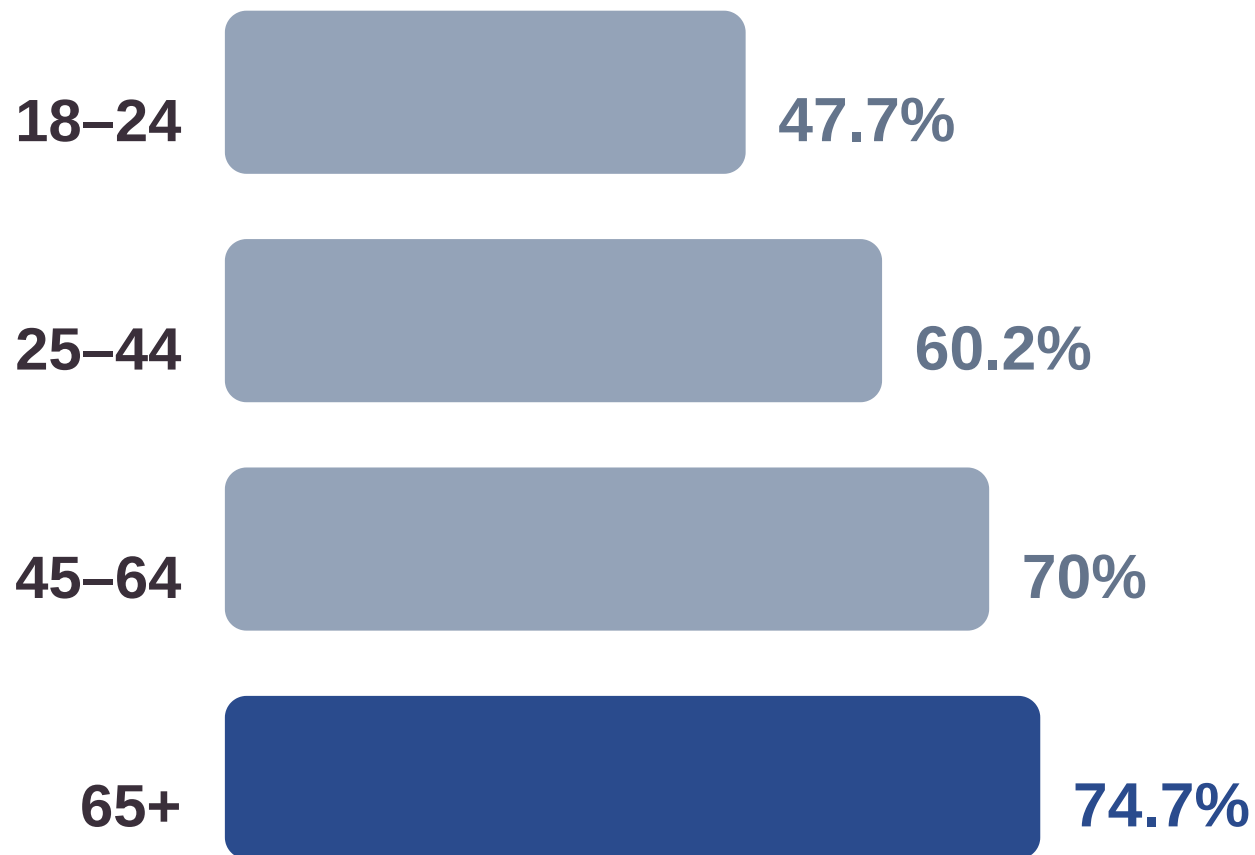
who turns out

*Research & preparation:* **Halle — Voting & Civic Engagement**

Turnout is not uniform, and the pattern is consistent enough to plan around. It climbs steeply with age — from under **48%** among 18–24-year-olds to nearly **75%** among those 65 and older — and it varies by race and ethnicity, with white non-Hispanic turnout highest and Hispanic turnout lowest, a gap that matters enormously in a county as Latina as Pima. (Turnout by gender and age is published nationally, not below the state level, so Pima appears here through the national pattern.)

### Turnout by age — U.S., 2024

U.S.



Source: U.S. Census Bureau, CPS Voting Supplement 2024

### Turnout by gender — U.S., 2024

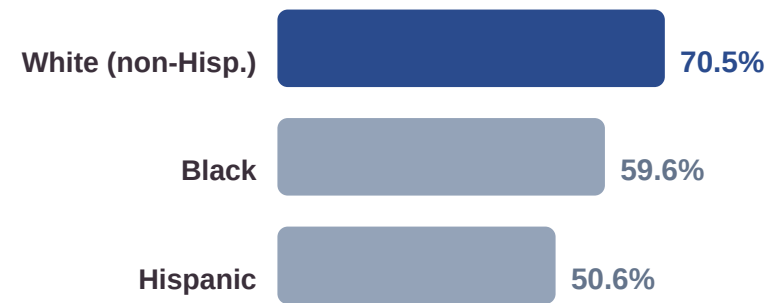
**COMPARE** women have led every presidential year since 1980

### Turnout by race — U.S., 2024

U.S.



Source: U.S. Census Bureau, CPS 2024



Source: U.S. Census Bureau, CPS 2024

### Local turnout (overall only)

AZ · PIMA

TUCSON / PIMA TURNOUT, 2024

**60.9%**

up from 44.9% in 2000

ARIZONA TURNOUT, 2024

**57.6%**

MAP AZ Dashboard

U.S. TURNOUT, 2024

**65.3%**

Census

PIMA BY AGE/GENDER

**n/a**

not published below state level

Source: MAP AZ Dashboard (U. of Arizona) · Census

### LEGISLATION THAT SHAPED THIS

**1965**    **Voting Rights Act**  
protections against discriminatory  
barriers

**1975**    **VRA language amendments**  
bilingual ballots & materials

**1993**    **National Voter Registration Act**  
expanded registration access

### LOOKING FORWARD — OPPORTUNITIES & IMPROVEMENT

Target the two groups that turn out least and are growing fastest here — **young women and Latina voters** — with tailored, in-language outreach and caregiving-friendly voting support.

#### WHY IT MATTERS

the two groups that turn out least — the youngest women and Hispanic voters — are exactly the groups growing fastest in Pima. Every point of turnout closed among young Latina women is disproportionately a Pima story, which makes voter engagement one of the highest-leverage things the Commission can do.



## Landmark Laws for Women — all categories

50 years of policy

None of the trend lines on this page moved on their own. Behind each is a law, and the fifty-year arc is really six parallel legislative stories — economic, educational, safety, justice, family, and the vote. From the Equal Credit Opportunity Act (1974), which first let women get credit in their own name, to Title IX (1972), the Violence Against Women Act (1994), and the Family and Medical Leave Act (1993), policy is the machinery underneath the progress.

### Economic

**1974** Equal Credit Opportunity Act

**1978** Pregnancy Discrimination Act

**2009** Lilly Ledbetter Fair Pay Act

### Education

**1972** Title IX

**1974** Women's Educational Equity Act

**1976** Education Amendments (P.L. 94-482)

### Safety

**1994** Violence Against Women Act

**2013** VAWA reauthorization

**2022** VAWA reauthorization

### Justice

### Family & Housing

### Health

**1994** VAWA — courts & protections

**2018** First Step Act

**2022** Pregnant Women in Custody provisions

**1988** Fair Housing Act amendments

**1990** Child Care & Development Block Grant

**1993** Family & Medical Leave Act

**1970** Title X Family Planning

**2010** Affordable Care Act

**2022** Maternal-health funding (Momnibus)

### The Vote

**1912** Arizona grants women the vote

**1920** 19th Amendment

**1993** National Voter Registration Act

### WHY IT MATTERS

the timeline is also a reminder that gains are recent and reversible. Equal credit is barely fifty years old; VAWA has needed reauthorizing three times. The Commission's next fifty years will be written in the same place the last fifty were — in law.

## How to read the data — and its honest limits

Decades are framed **1976–1985 • 1986–1995 • 1996–2005 • 2006–2015 • 2016–2026**. Every **50-YR TREND** is a real, sourced national series. **Pima-specific** health and economic figures (from the PHIT Score Card / Census) are **current values**, not 50-year county series — no agency publishes those back 50 years — so we pair the national trend with Pima's **PIMA NOW** point. Two series carry notes: **intimate-partner violence** is nationally comparable only from 1993, and **maternal mortality's** comparable NCHS series begins 2018. County-level turnout by age/gender is **not published** below the national level. Nothing here is an invented trend.

 The PHIT Score Card

 Look Back / Look Forward grid