2023 Annual Report

NEW MEXICO COMMISSION ON THE STATUS *of Women*

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2023 Annual Report

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OUR MISSION

The Commission on the Status of Women will work to ensure the success, advancement, health, and equity of all New Mexican women.

The Commission will incorporate and celebrate diversity with understanding and compassion, while advocating for women-specific issues within our state.

The Commission will incorporate all voices for meaningful social, cultural, and economic change in the lives of New Mexican women.

SECTION 1
HISTORY

The New Mexico Commission on the Status of Women (CSW) was **established in 1975** to address fundamental women's issues, such as advocating for women to have credit in their own name, and later progressed to supporting the adoption of the Equal Rights Amendment. Originally, the Commission consisted of 15 members representative of all fields of interest to women and including one member from the Human Rights Commission. Section 28-3-1 (2021) provided that at least one member shall be appointed from and reside in each planning and development district, that a majority of the members appointed shall be women, and there be no more than eight members belonging to any one political party.

Based on the founding statutes, Chapter 28, Article 3, Section 28-3-2 **the duties of the Commission on the Status of Women are as follows:**

- *Stimulate and encourage throughout the state the study and review of the status of women in New Mexico and may act as a clearing house for all activities involving the status of women.*
- *Recommend methods of overcoming discrimination against women in public and private employment.*
- *Promote methods for enabling women to develop their skills, continue their education and be retrained.*
- *Cooperate with and assist public and private entities dealing with women.*
- *Conduct periodic conferences throughout the state to apprise women of their rights and opportunities and to learn from them of their needs and problems.*
- *Secure recognition of women's accomplishments and contributions to New Mexico.*

In 2012, the CSW faced a setback when the then current Governor defunded and dismantled the Commission.

The revival of the Commission's activities began in 2019 with Governor Lujan Grisham's budget proposal for fiscal year 2020, which reintroduced funding for the Commission. The allocation of a general appropriation for operational funds became instrumental in the Commission's renewed ability to address the needs of women in New Mexico. After the Commission met the required quorum, the search for staff began. An ad hoc committee was formed and hired an Interim Executive Director who served from June 2021 to March 2022 when the search for a permanent Executive Director was launched. This process led to the hiring of a new Executive Director in August 2022.

In 2023, the Commission is on track to rebuild and renew its important work. **As of 2023, the Commission is making substantial strides towards its reconstruction.**

SECTION 2
OPENING MESSAGE

December 1, 2023

Welcome to the New Mexico Commission on the Status of Women's 2023 Annual Report! Our bipartisan Commission spans New Mexico and after years of forced dormancy is alive and vital to understanding and improving the lives of women across the state. It is the mission of the NMCSW to be the hub for women, women's organizations, governmental entities, nongovernmental organizations, business funders and non-profit funding organizations to coalesce to support the women of New Mexico. The Commission collaborates internally and externally to create the first home for data to assess the status of women across the state on critical issues including business and job creation and loss, domestic violence, childcare, sexual assault, education, training, and healthcare.

The Commission meets monthly, seeking information and establishing consensus for policy guidance to improve the lives of women and by extension New Mexico, itself. The Commission has been part of other organizations' meetings and policy discussions, too many to count. "Listening Tours" in Española and Silver City, New Mexico are a continuation of the Commission's presence in the community to learn the status of women in rural parts of the state.

And finally, the New Mexico Commission of the Status of Women's First Annual Women's Summit discussed fully herein was an inspirational event to bring together women from all around the state to further our mission of improving women's lives. With 300 registrants, national speakers, local and rural business organizations, funders, both for business and for nonprofit work, in additional to archival footage of women right now documenting on video their place in the world, let alone New Mexico - the Commission has created an annual event to inspire and forward women together.

The Commission is being recognized statewide for its impact on forwarding the women of New Mexico and is devoted to refining and holding itself accountable to its mission and the statutory edict it has been given into the future. The amazing, diverse, and dedicated women on the Commission bring the troubles, gifts, solutions, and needs of the parts of New Mexico that they represent. The problems women face New Mexico today have changed since the enabling legislation. The Women's Commission is unafraid of the big work to be done to affect our mission. The Commission is onboard and appreciates the increasing faith the state and our legislature has shown in supporting the Women's Commission, our mission, and together we will improve our New Mexico by improving the lives of New Mexico's women.

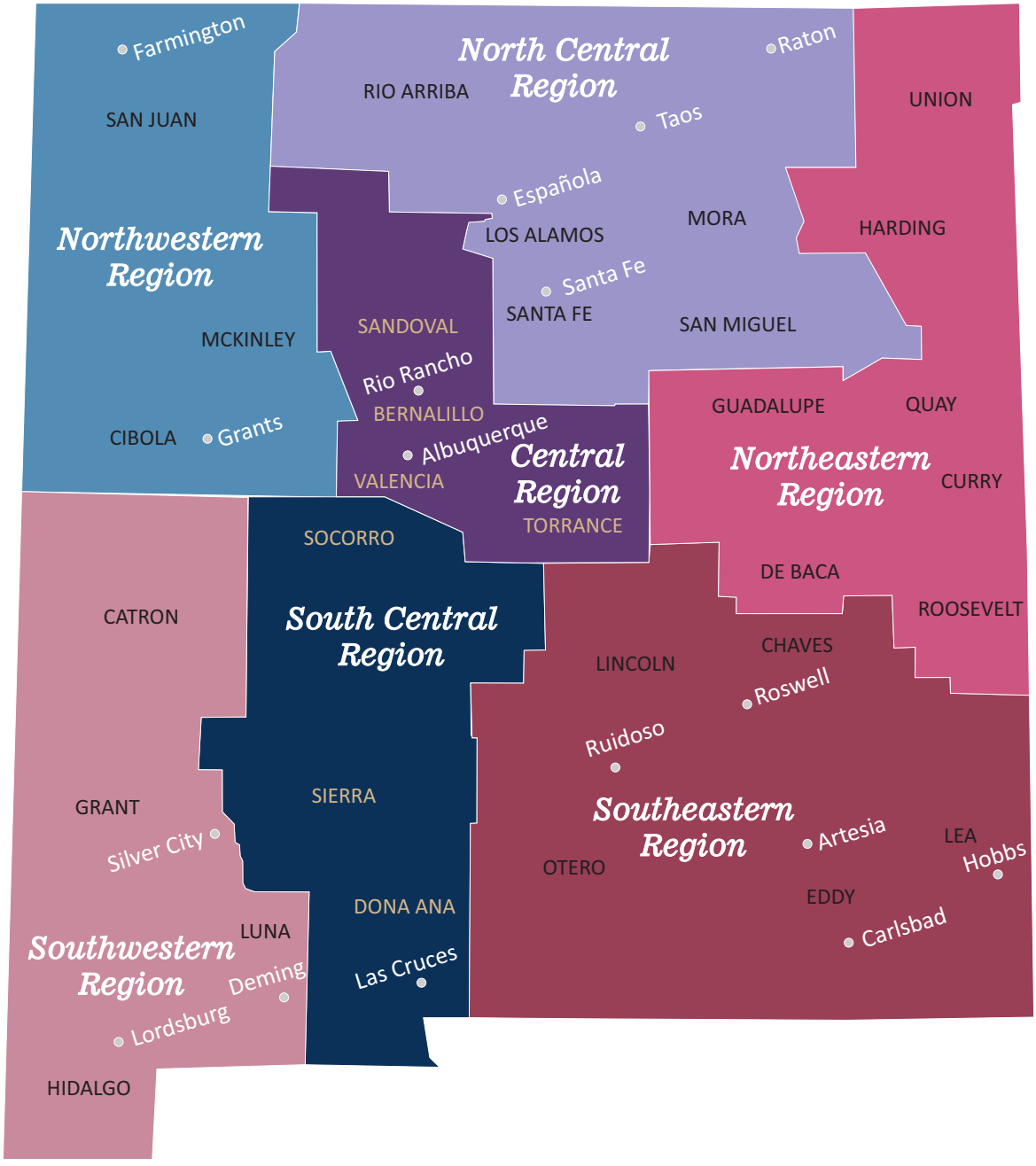
Respectfully,

Lisa K. Curtis, J.D.
Chair on Behalf of the New Mexico Commission on the Status of Women

SECTION 3

REGIONS

As of December 2023, there are 13 members of the Commission, representing all seven regions of New Mexico.



SECTION 4

COMMISSIONERS

as of December 2023

Commission Chair

Lisa Curtis, J.D.
lisa.curtis@csw.nm.gov
Central Region

Vice-Chair

Erin Armstrong, J.D.
erin.armstrong@csw.nm.gov
Central Region

Treasurer

Maryann Ustick
maryann.ustick@csw.nm.gov
Northwestern Region

Secretary

Arianna Parsons
arianna.parsons@csw.nm.gov
South Central Region

COMMISSIONERS

Brenda Saiz, J.D.
brenda.saiz@csw.nm.gov
Central Region

Gabrielle Begay
gabrielle.begay@csw.nm.gov
Southwestern Region

Leigh Ana Eugene
leigh.eugene@csw.nm.gov
Northeastern Region

Katherine Ferlic, J.D.
katherine.ferlic@csw.nm.gov
North Central Region

Denise Torres, J.D.
denise.torres@csw.nm.gov
Central Region

Mary Lane Leslie, J.D.
mary.leslie@csw.nm.gov
North Central Region

Christina Herrera-Furst
christina.Furst@csw.nm.gov
Central Region

Songtree Pioche
Songtree.Pioche@csw.nm.gov
Northwestern Region

Celina Bryant, Ph.D.
Celina.bryant@csw.nm.gov
Southeastern Region

STAFF

as of December 2023

Executive Director

Jenifer Raphael Getz

Jenifer.getz@csw.nm.gov

Executive Director Jenifer Raphael Getz is a social justice activist with a lifelong commitment to women's issues and a belief in creating change by engaging multiple stakeholders and identifying shared goals. Jenifer is active in New Mexico's non-profit community, having served as Interim Executive Director and Vice President of the Board of the Southwest Women's Law Center, and consulted and written grant proposals for Navajo & Hopi Families COVID-19 Relief Fund, the New Mexico Immigrant Law Center, and Planned Parenthood of the Rocky Mountains. Jenifer has a background in finance, administration, and management, working previously as a senior auditor with Atkinson and Co., a small business owner of Sunquest Aviation, and Treasurer of the Board of the Jessie Smith Noyes Foundation. She has raised two adult children in New Mexico with her husband of 30 years.

SECTION 5

WORK COMPLETED IN 2023

PUBLIC MEETINGS

In 2023, the CSW conducted eleven public meetings addressing various issues impacting women in New Mexico. All meeting announcements, agendas, and minutes are posted on the Commission's website NMCSW.org **in adherence with the Open Meetings Act.**

Subject matter experts spoke on issues including upcoming legislative session priorities, the status of red flag laws in our state, paid family and medical leave, LGBTQ issues, available support services, and the challenges New Mexico women face regarding economic security.

INFORMATIONAL CAMPAIGNS

The Commission on the Status of Women is working on **proactive informational campaigns addressing vital issues for women** such as childcare, reproductive healthcare, domestic violence, and the use of red flag laws. Leveraging their newly established database of contacts, the CSW is disseminating information and resources relating to these issues affecting women.

These outreach initiatives aim to **educate and support the community** by providing guidance on new childcare and reproductive healthcare laws, and resources for individuals affected by domestic violence. Additionally, the Commission is shedding light on the proper implementation of red flag laws, fostering a more informed and empowered environment for women throughout New Mexico.

TOP WOMEN'S ISSUES/ OUTREACH PRIORITIES 2023

SECTION 5

WORK COMPLETED IN 2023 (continued)

REGIONAL EVENTS

Based on budget constraints in calendar year 2023, the CSW was unable to begin hosting regional events until the fiscal year 2024 budget was available in July 2023. From July to December 2023, the Commission held three regional events. An **additional four regional events** are planned for January through June 2024.

In August 2023, a Listening & Learning Tour event was held in Española, New Mexico, at the Northern New Mexico College (NNMC). The event was focused on economic security for women, which was determined to be one of the top four issues affecting women in our state. This information came from the previous Listening & Learning Tour in 2021 and was also selected in response to the economic and work challenges women faced during the pandemic.

At the event, a **panel discussion with local women business owners** focused on how to start, market, and run a successful small business. The CSW worked with local and state political officials, Small Business Development Center personnel, and the team at NNMC. The goal of this collaboration was to provide women with an ongoing group of local resources to draw from in the future, as well as to establish connections in this region of the state.

The event was attended by approximately 50 people, and speakers ranged from State Representatives to the college President, the SBDC director, and others. The CSW Executive Director provided a presentation on State of New Mexico programs and support options for women interested in starting their own business to provide flexibility and economic security for their families. Information on the new laws affecting the lives of women including the new Childcare and Child tax Credit laws passed in 2023 were also shared.

Taking the opportunity for continued input from constituents, the CSW surveyed attendees on the issues most challenging to women in New Mexico, receiving 12 responses. (a 24% response rate).

SECTION 5

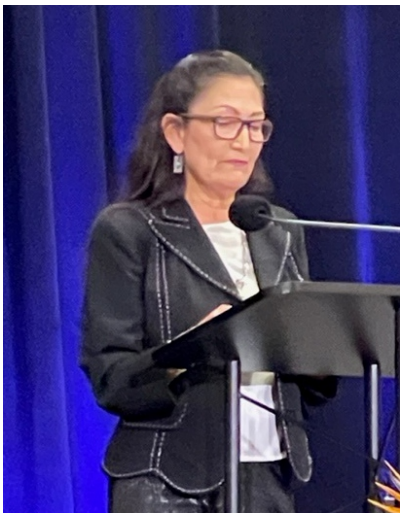
WORK COMPLETED IN 2023 (continued)

WOMEN'S SUMMIT

In September 2023, the CSW held its first annual Women's Summit. Through this event, the Commission focused on **social change, advocated for policy reforms, and worked toward creating a more inclusive society where women can thrive**.

One of the key goals of the Summit was to bring together legislators, funders, and non-profits to open lines of communication and inspire collaboration between these stakeholder groups. Non-profit organizations supporting women in our state were able to showcase their work to potential funders and establish connections to secure vital resources. **The conference acted as a bridge, linking funders with organizations that are driving positive change**, thus augmenting the financial resources available for initiatives focused on women's empowerment and well-being.

Additionally, the Women's Summit offered a **valuable opportunity for political leaders to gain insights into the pressing issues faced by women in New Mexico and the work being done by non-profits to address these challenges**. By engaging with organizations and attending conference sessions, lawmakers could gather information and perspectives that inform their decision-making. This firsthand exposure to the challenges and successes of non-profit initiatives helps lawmakers identify potential gaps in existing legislation and consider new bills or policy measures that may be required to support women's rights and well-being.



The Women's Summit also played a crucial role in supporting and strengthening non-profit organizations in New Mexico. By providing a platform for networking and knowledge-sharing, the conference bolstered the capabilities of these organizations. Non-profits can learn from one another, exchange best practices, and form collaborations to maximize their impact.

The conference also offered educational sessions, panel discussions, and networking opportunities, equipping organizations with the tools and knowledge they needed to address the evolving issues affecting women in the state.

SECTION 5

WORK COMPLETED IN 2023 (continued)

The theme of the 2023 Summit was "Using our Collective Power to Advance Gender Equity." The event included a full day of speakers, panel discussions, and informative breakout sessions focused around three themes:

1. A Path Forward to Economic Security

2. Exploring Movements to Drive Change

3. Uniting Policy and Advocacy to Meet the Needs of Women in NM

300 people registered for the Summit, hitting the maximum limit for the event and proving the community's desire to participate in the discussion and improve the lives of women across New Mexico. There were more than 50 panelists and event participants who took part, providing a broad cross section of women from all walks of life, and a variety of cultures, ages, and careers, **representative of the variety of women who live and work in New Mexico**.

The Women's Summit event was captured by videographers and **a short film commemorating the day will be available in early 2024 on the Commission's website.** The first annual Women's Summit was a huge success, and we will be tracking the progress between stakeholder groups that resulted from the event as we move into 2024.

LOOKING AHEAD/PLANNED EVENTS

In December 2023, the CSW will hold its next Listening & Learning Tour event in Silver City, New Mexico. Following a similar format to the one used in Española and engaging ongoing resource partners, the event will be planned around the needs and goals of potential participants in the Silver City region of the state.

SECTION 6

LEGISLATIVE WORK 2023

In preparation for the legislative session in 2023, the CSW met with more than 30 organizations and stakeholders to learn more about the issues and bills that would be discussed during the legislative session. After presentations from subject matter experts and internal conversations, the **CSW was proud to support and provide public comment on the following bills.**

HB7 REPRODUCTIVE AND GENDER-AFFIRMING HEALTHCARE- PASSED

This bill stated that a public body may not discriminate against a person for using or not using reproductive healthcare services (RHCS), including gender-affirming care; may not deny or interfere with a person's ability to use RHCS, may not prosecute or punish a person for their RHC choices.

The Commission supported this bill because women are the group most affected by restricting access to the full range of reproductive healthcare services. In addition, these services have become harder to access across the country since the Dobbs Decision from the U.S. Supreme Court in June 2022.

Hb27 BREAST EXAM HEALTH COVERAGE- PASSED

This bill stated that coverage for diagnostic and supplemental breast examinations shall not be subject to cost sharing (deductible, co-insurance). Public comment revealed that women diagnosed with breast cancer are paying up to $1,400 for each required additional breast exam, even if prescribed by their doctor.

The Commission supported this bill because women are the primary group affected by these additional insurance charges.

HB31 NO PUBLICATION REQUIRED FOR NAME CHANGES- PASSED

This bill eliminated the requirement to post a name change in the public record like a newspaper, which can create safety concerns for victims of domestic violence and LGBTQ+ individuals.

The Commission supported this bill because women and girls are most often the victims of domestic violence and are negatively impacted by posting name change information in public forums, making them susceptible to additional violence from their attackers.

SECTION 6

LEGISLATIVE WORK 2023 (continued)

HB133 RECRUIT SEXUAL ASSAULT SERVICE PROVIDERS- PASSED

This was an appropriation bill to the Crime Victims Reparation Commission to recruit and retain sexual assault service providers.

CSW supported this bill. With the drop in Victim of Crimes Act funding this work was in jeopardy of losing necessary funding and services.

HB38 RURAL HEALTHCARE PRACTITIONER ADDITIONS- PASSED

This bill was focused on adding additional medical professionals to those able to claim a tax credit for working in rural New Mexico.

The Commission supported this tax credit because of the concern over healthcare deserts in New Mexico and the need for incentives to keep rural medical practitioners in our communities around the state.

HB134 MENSTRUAL PRODUCTS IN SCHOOL BATHROOMS- PASSED

This bill required the New Mexico Public Education Department to provide menstrual products in school bathrooms free of charge.

The CSW supported this bill because of the data showing that portions of the public-school population were unable to afford menstrual products and were missing school days because of this issue. Additionally, instances of toxic shock syndrome were reported because of girls using feminine products longer than recommended due to affordability issues. Women were disproportionately affected by this issue.

HB144 INCREASE CERTAIN CHILD INCOME TAX CREDIT- PASSED

This bill raised the New Mexico Child Income Tax credit for qualifying individuals with gross incomes of $75,000 or less.

The Commission supported this increase in the Child Tax Credit because of the benefit to working mothers who are often the primary support for their families.

SECTION 6

LEGISLATIVE WORK 2023 (continued)

SB7 RURAL HEALTHCARE DELIVERY FUND- PASSED

This bill was designed to defray operating losses and startup costs of rural healthcare providers and facilities that provide new or expanded healthcare services in New Mexico.

The CSW supported this bill because of the challenges in accessing healthcare faced by rural women in New Mexico. Reproductive healthcare in New Mexico, including the full spectrum of pre-natal to post-partum care is not available in many rural communities causing women to drive hours for pregnancy care.

SB13 REPRODUCTIVE HEALTH PROVIDER PROTECTIONS- PASSED

This bill protects the privacy of healthcare providers, recipients and others engaging in reproductive and gender affirming care, from certain civil or criminal liability or professional disciplinary actions.

The Commission supported this bill because of the developing legal and safety issues around reproductive healthcare since the Dobbs decision in June of 2022, which has negatively affected the health and access to healthcare of women. Additionally, healthcare providers have been negatively affected by the Dobbs Decision and this bill provides protections for providers and those seeking gender affirming care.

SB397 SCHOOL-BASED HEALTH CENTERS- PASSED

This bill enacted a new section of the Public Health Act to create and operate School Based Health Centers. These centers are often the only healthcare available in small rural communities and the CSW supports the expansion and funding of these resources.

This will directly benefit women and their children who have no other choices for healthcare in their communities.

SECTION 7

BUDGET 2023

At the 2023 Legislative session the CSW was awarded $295,000 in General Fund appropriations, with an additional $75,000 in JR Bill funding and $125,000 in special appropriations. The CSW received a total of $495,000 for Fiscal Year 24. The budget for the CSW provides funding for the following line items from July 1, 2023, to June 30, 2024.

COMMISSION ON THE STATUS OF WOMEN BUDGET FY24 (July 1, 2023 to June 30, 2024)	
Personnel	
Executive Director	117,266
Benefits	45,734
Executive Director Total	163,000

Contract & Professional Fees	
Strategic Planning Consultant & Plan Design	35,000
Web Maintenance/Social Media/Outreach/ Advertising Database/Mailing List Development	90,000
Credit Card Merchant Service POS Audit	7,000
Annual Audit	10,788
Total Contract & Professional Fees	142,788

Travel & Meetings- Commission members and staff	
Board Per Diem	2,700
Board Mileage	2,734
Employee Travel, Meals, Lodging	8,000
CSW Retreat- Food and Lodging	6,000
Total Travel & Meetings- Commission Members and Staff	19,434

Office Expenses	
GSD Flat Rate Fees	4,000
General Office Supplies	5,000
DOIT Telecommunications	3,000
Subscriptions, Dues, License fees	3,778
Reports/Annual Report Printing	2,000
Total Office Expense	17,778

SECTION 7

BUDGET 2023 (continued)

Outreach & Programming	
Listening Tour	
Listening Tour (6 Locations Around NM)	42,000
Total Listening Tour	42,000

Annual Women's Summit	
Summit for NM Stakeholder Groups	110,000
Total Women's Summit	110,000
Total Budget for Fiscal Year 2023-2024	**495,000**

SECTION 8

AUDIT & OTHER INTERNAL ASSESSMENT WORK

The CSW has successfully concluded our audit for the year 2023. Audit reports can be accessed on the CSW website, NMCSW.org.

In accordance with the Government Auditing Standards, Moss Adams has completed an audit of the Commission on the Status of Women's financial statements ending June 30, 2023. Following approval by the Office of the State Auditor, Moss Adams' financial statement includes an **unmodified auditor's report** confirming no material weakness(es), significant deficiency, or noncompliance material to the financial statements. In Moss Adams' opinion, the financial statements present fairly, in all material respects, the respective financial position of the governmental activities and the major general fund as of June 30, 2023, the respective changes in financial position and budgetary comparison of the general fund for the year then ended in accordance with accounting principles generally accepted in the United States. The full report on the CSW Financial Statements and Supplementary Information for the fiscal year ended June 30, 2023, can be found on the website NMCSW.org.

STATE OF NEW MEXICO COMMISSION ON THE STATUS OF WOMEN

Statement of Revenues, Expenditures, and Changes in Fund Balances--Governmental Funds
Year Ended June 30, 2023

	General Fund (04300)	Conference (08700)	Girls Program (27400)	TeamWorks (38300)	Total Governmental Funds
REVENUES	$ -	$ -	$ -	$ -	$ -
EXPENDITURES					
Current					
Payroll	108,998	-	-	-	108,998
Contractual Services	51,135	-	-	-	51,135
Other Operating Costs	17,908	-	-	-	17,908
Total expenditures	178,041	-	-	-	178,041
OTHER FINANCING SOURCES					
State General Fund appropriations	200,000	-	-	-	200,000
Reversions to the state general fund	(4,934)	-	-	-	(4,934)
Total other financing sources	195,066	-	-	-	195,066
NET CHANGE IN FUND BALANCES	17,025	-	-	-	17,025
FUND BALANCES, beginning of year	182,975	65,166	6,955	-	255,096
FUND BALANCES, end of year	$ 200,000	$ 65,166	$ 6,955	$ -	$ 272,121

SECTION 8

AUDIT & OTHER INTERNAL ASSESSMENT WORK (continued)

As we expand our efforts to support the women of New Mexico by offering programs, enhancing communication, and providing valuable resources, we are committed to **solidifying our internal framework** and adhering to state regulations and policies. In pursuit of these objectives, we have undertaken the following work.

POLICIES AND PROCEDURES

We are actively engaged in **advancing our organizational strength and longevity** through ongoing development of policies and procedures for the Commission, along with the documentation required for effective employee management. We are currently in the process of establishing comprehensive systems for the collection, storage, and backup of documents, which are integral to our organizational success. These initiatives are well underway in 2023.

COMMITTEES

In 2023 the CSW has established committees responsible for different facets of our work. One such committee already in operation is the Finance Committee, tasked with overseeing budget and audit processes. Another committee, the Legislative Committee, is dedicated to studying, bills and memorials that impact the women of New Mexico. Furthermore, our Communications Committee is currently working on **expanding our outward-facing communication plan and organizing events throughout 2023 and beyond.** To enhance our governance practices, we have elected executive members to lead the organization.

BEYOND 2023

In 2023, we successfully updated and enhanced our website and established a presence across various social media platforms. Furthermore, we are actively executing a comprehensive communication plan spanning both 2023 and 2024. Our primary aim is to continuously elevate our website, offering region-specific resources and direct channels for women to connect with their regional Commissioners, enabling them to address the everyday challenges they encounter.

During fiscal year 24, we'll leverage our newly created 2000-person database to drive educational campaigns regarding new laws in our state that directly benefit women. Our overarching vision centers around **expanding our communication efforts to provide women across the state with invaluable information and support.**

SECTION 9

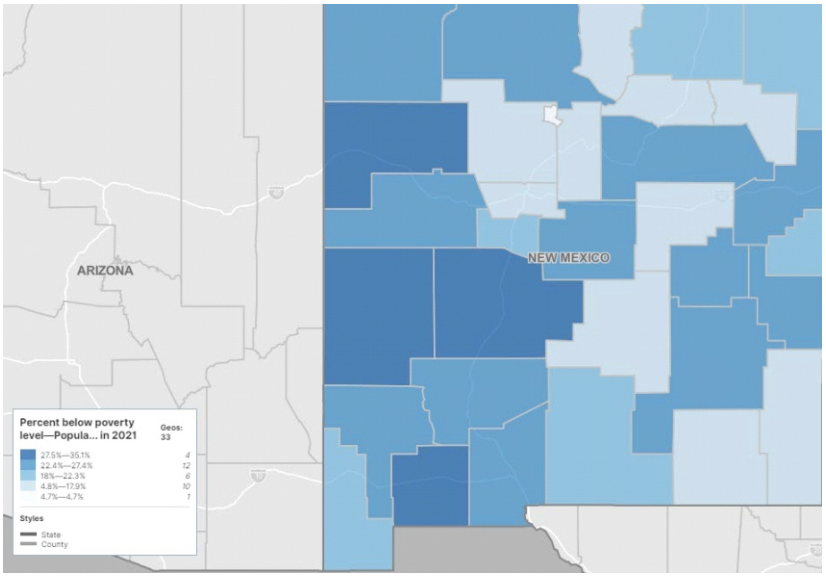
THE STATUS OF WOMEN IN NEW MEXICO 2023

NMCSW thanks University of New Mexico's Bureau of Business and Economic Research (BBER) for their contribution of graphs and data in this section of the Annual Report.

NM WOMEN BELOW THE POVERTY LINE

In 2023, women in New Mexico continue to face disproportionate challenges regarding poverty. The intersection of various factors such as wage gaps, limited access to higher-paying jobs, and caregiving responsibilities adds to their economic vulnerability. Despite efforts to address these issues, a significant number of women, especially those from marginalized communities, still grapple with financial instability. The ongoing impact of the COVID-19 pandemic has further widened these economic disparities, highlighting the pressing need for comprehensive policies and support systems that specifically address the unique circumstances faced by women in poverty across New Mexico.

NM Percent Female Below Poverty Line



Lowest Poverty:

Los Alamos- 4.7%

High Population Counties:

Bernalillo- 16.6%
Dona Ana- 24.8%
San Juan- 24.4%
Sandoval- 11.7%
Santa Fe- 12.9%

Highest Poverty:

Catron- 30.6%
McKinley- 35.1%

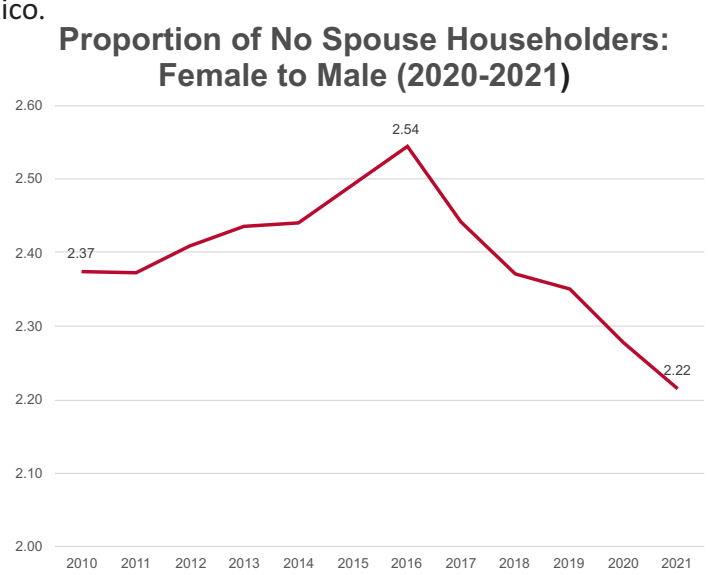
Source: US Census Bureau American Community Survey 5 year estimates for 2021 Table S1701

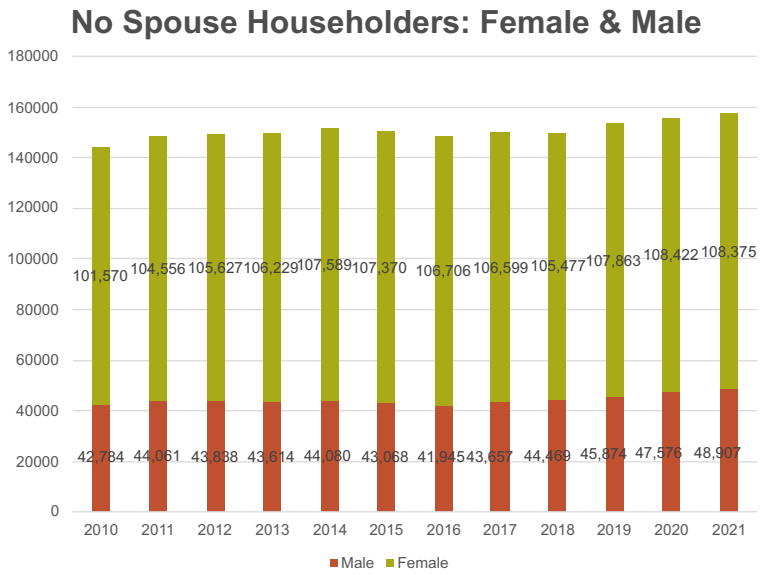
SECTION 9

THE STATUS OF WOMEN IN NEW MEXICO 2023 (continued)

NM HOUSEHOLDS: NO SPOUSE

New Mexico continues to see a significant number of women heading households independently. This trend stems from various factors, including higher rates of divorce, single parenthood, and women choosing to establish their households. These women often shoulder multiple responsibilities, managing both work and family, and face unique financial and social challenges. The presence of a considerable number of female-headed households in the state highlights the need for targeted support systems, access to quality education, affordable childcare, and employment opportunities that enable these women to sustain their families and thrive in their roles as both caregivers and providers. Efforts to address the specific needs of these households are crucial for fostering greater economic stability and empowerment among women in New Mexico.





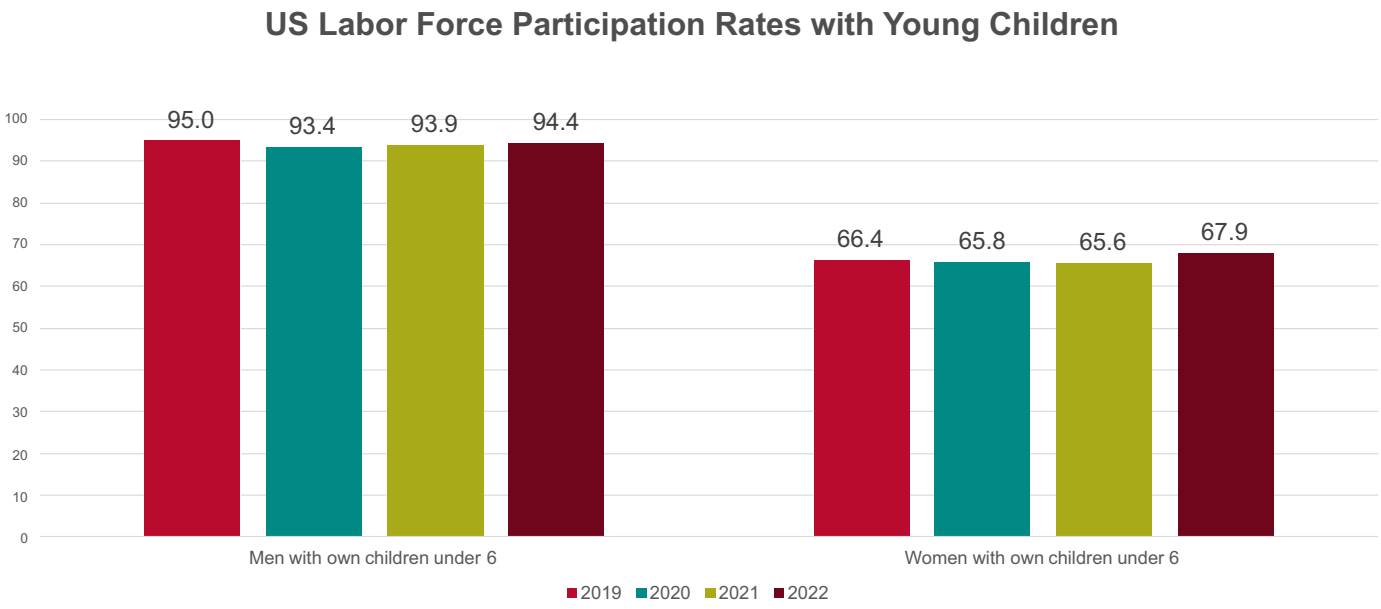
Source: US Census Bureau American Community Survey 5 year estimates Table B11001

SECTION 9

THE STATUS OF WOMEN IN NEW MEXICO 2023 (continued)

CHILDCARE REMAINS A CONCERN

The disparity in employment rates between women and men in New Mexico can be attributed to a complex interplay of several factors. Gender-based wage gaps persist, limiting women's access to higher-paying jobs, and the burden of caregiving responsibilities, which often falls disproportionately on women, can hinder their ability to maintain full-time employment. Additionally, structural barriers and workplace discrimination continue to impede women's career advancement. Furthermore, women in New Mexico may face unique challenges, such as limited access to education and training opportunities, especially in underserved communities. These intersecting factors contribute to a higher rate of female unemployment compared to men, highlighting the need for targeted policies and initiatives to address these disparities and promote gender equity in the workforce.



Source: US Bureau Labor Statistics, Labor Force Statistics from the Current Population Survey

SECTION 9

THE STATUS OF WOMEN IN NEW MEXICO 2023 (continued)

THE WAGE GAP

In New Mexico, the wage gap persists as a pervasive issue, affecting women of various racial and ethnic backgrounds differently. White women generally earn less than their male counterparts, but the wage gap is even more pronounced for Latina, African American, and Native American women. Latina women, in particular, face a substantial pay gap, with earnings significantly lower than those of white men. African American women and Native American women also experience substantial wage disparities, which are compounded by historical and structural inequities. This wage gap not only reflects unequal pay for equal work but is also influenced by occupational segregation, limited access to higher-paying positions, and the absence of adequate family-friendly workplace policies. Addressing this wage gap is crucial for achieving economic equity and empowering women of all backgrounds in New Mexico to access the opportunities they deserve.

Wage Gap

US:

In 1960, women earned 61 cents for every dollar of men's wages.
In 1994, women earned 77 cents for every dollar of men's wages.
In 2020, women made 83 cents for very dollar of men's wages.

New Mexico:

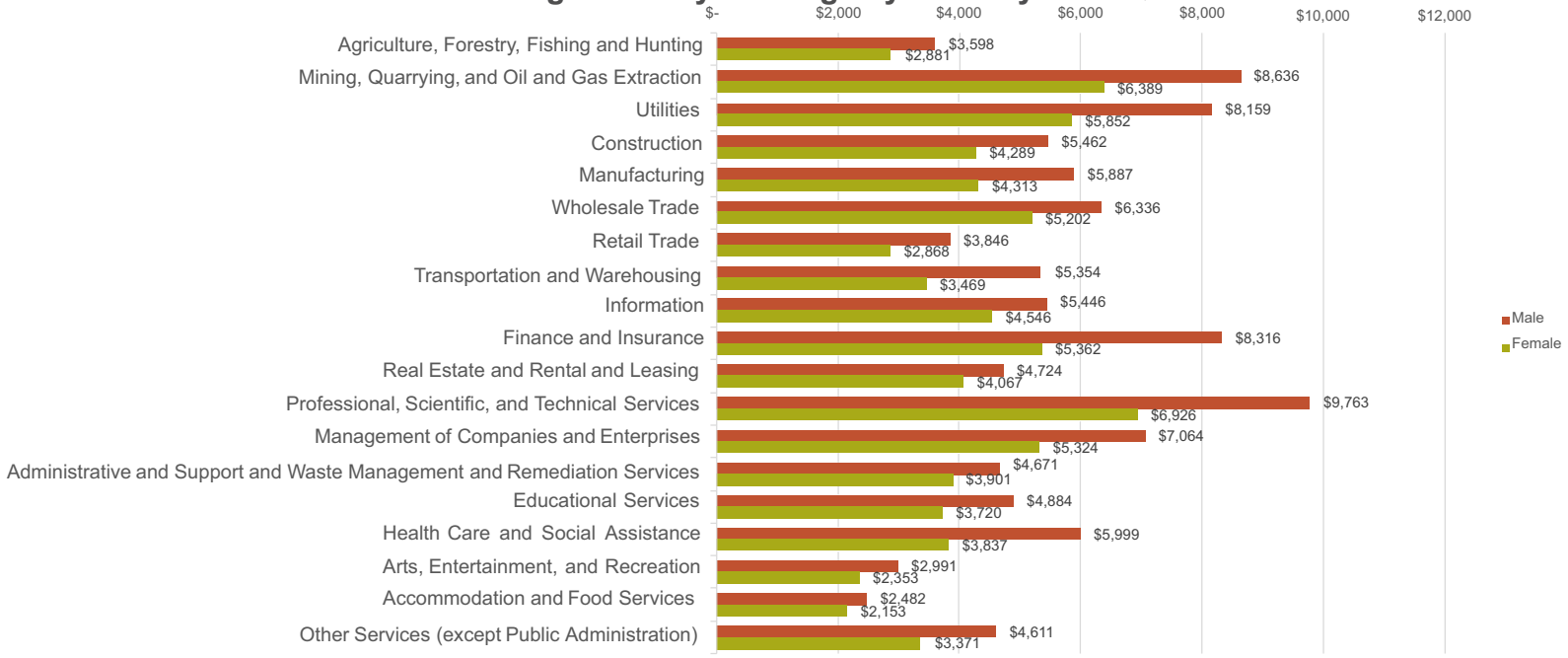
For 2021, the wage gap in New Mexico was 77 cents for every dollar of men's wages.

2021 NM Median earnings:

Men.....$41,677
Women..$32,064

Source: US Census Bureau, Current Population Survey, 1961 to 2021 Annual Social and Economic Supplements (CPSASEC). American Community Survey 1 year estimates 2021 Table S2411

NM Average Monthly Earnings by Industry 2022 Q3



Source: US Census Bureau Quarterly Workforce Indicators (Full Quarter Employment - Stable)

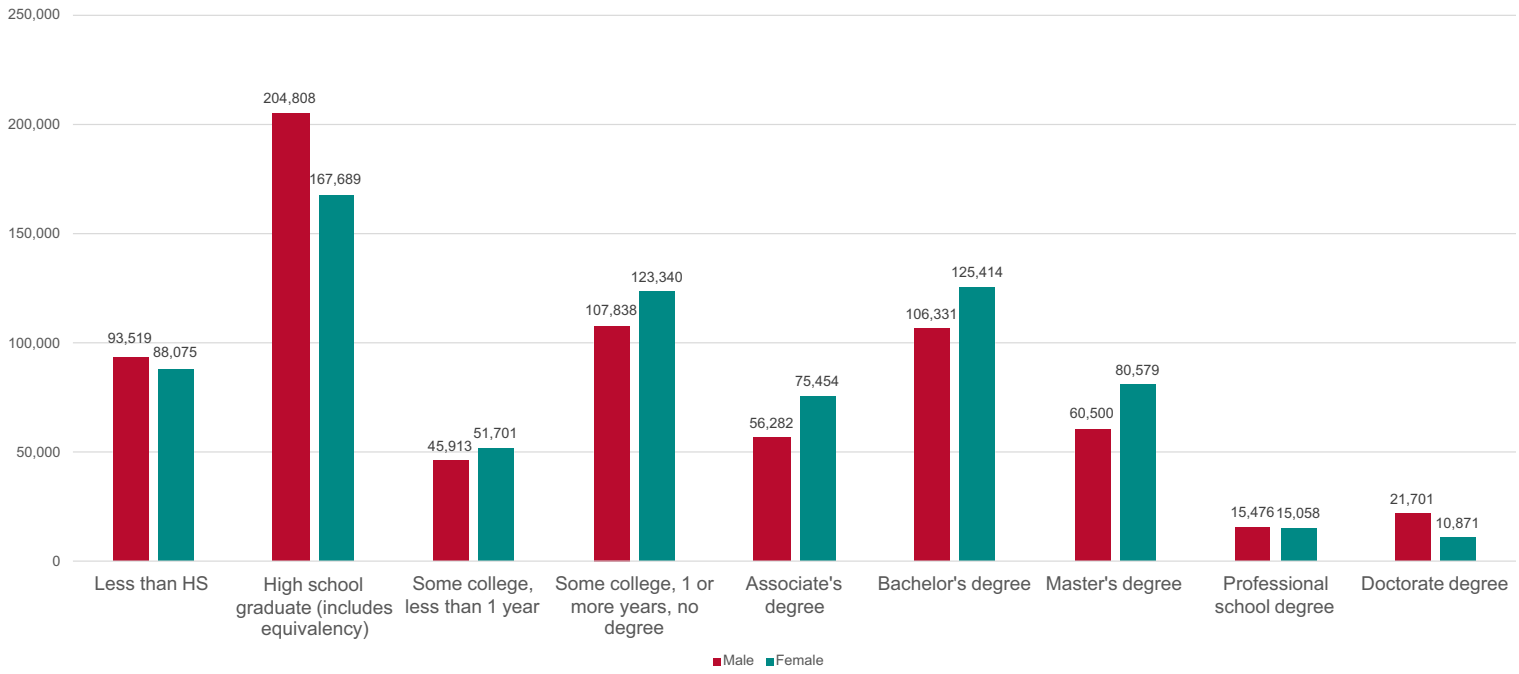
SECTION 9

THE STATUS OF WOMEN IN NEW MEXICO 2023 (continued)

NM WOMEN SURPASS MEN IN HIGHER EDUCATION

In New Mexico, a significant trend is emerging as women surpass men in acquiring higher educational degrees. Programs like the Lottery Scholarship have expanded access to education, offering financial aid and potentially reducing economic barriers, thereby encouraging more women to pursue higher degrees. The COVID-19 pandemic has reshaped education, with online learning providing greater flexibility, potentially benefitting women in managing their academic pursuits alongside other responsibilities. Moreover, the provision of free childcare or subsidized childcare services might also play a role, enabling more women to balance their educational aspirations with family responsibilities. These factors, along with evolving social norms, have collectively empowered women in New Mexico to excel in higher education, underlining the importance of ongoing efforts to ensure equitable opportunities for all individuals regardless of gender.

NM Educational Attainment 2021
for the population 25 years and older



Source: US Census Bureau American Community Survey 5 year estimates for 2021 Table S1501

SECTION 10

CONCLUSION

In 2023, the status of women in New Mexico presents a complex scenario, blending both progress and persistent challenges.

Women face ongoing disparities in the workforce, grappling with gender-based wage gaps and heightened unemployment rates. However, positive shifts toward gender equity have been observed, notably reflected in the increased pursuit of advanced educational degrees by women in the state.

The Commission on the Status of Women is actively engaged in **understanding and addressing the diverse challenges women encounter.** Through Listening & Learning Event tours, the Commission supports women in their communities, focusing this year on economic security issues. These initiatives serve as catalysts to forge unexpected partnerships and foster collaborative solutions.

Events like the Women's Summit serve as valuable platforms for learning and growth, **bringing together unlikely allies to discuss ways to better serve the women in our state.**

The Commission's multifaceted approach includes advocating with state legislators for policy changes, supporting educational opportunities, addressing workplace inequalities, and providing crucial resources to meet the varied needs of women across New Mexico. By establishing spaces for women to connect, exchange insights, and access local resources, the Commission is dedicated to forging a more equitable environment, **ensuring that the needs of women in the state are not only acknowledged but actively supported.**

NEW MEXICO COMMISSION ON THE STATUS *of Women*