

**The**  
**Report**  
**ON THE Status**  
**OF Women**  
**and Girls**

IN CALIFORNIA™

**2015**

PREPARED BY

Mount   
Saint Mary's  
University

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## Mount Saint Mary's University

Mount Saint Mary's is the only women's university in Los Angeles and one of the most diverse in the nation. The University is known nationally for its research on gender equity, its innovative health and science programs, and its commitment to community service. As a leading liberal arts institution, the University provides year-round, flexible and online programs, including a co-ed Weekend and Evening College, as well as a Graduate Division. Mount alums are engaged and active global citizens who are using their knowledge and skills to better themselves, their communities and the world. [www.msmu.edu](http://www.msmu.edu)



# A Message from the President



Mount Saint Mary's University is proud to release the 2015 Report on the Status of Women and Girls in California™ — the only comprehensive report of its kind that explores gender gaps in key areas throughout the state. This Report is researched by Mount Saint Mary's faculty and students and we are honored that it helps inform the work of legislators, educators and community advocates.

We were motivated to produce this Report, now in its fourth year, because as a women's university we knew we needed to be asking critical questions about women's leadership, health and economic well-being, and promoting solutions.

As we acknowledge the great strides women have made over the last century, we also call to mind the work that still needs to be done so that all members of society have equal access to opportunities and resources.

In this Report, there are big numbers to celebrate, but we would be remiss not to point out the areas where gender parity is still a challenge, particularly in the areas of economic opportunity and leadership. Some of the trends in California are mirrored throughout the rest of the country and around the globe, which is why we included some national and global data in this year's Report.

Mount Saint Mary's University will continue to promote gender equity through research, education and advocacy. Since we published the first Report in 2012, Mount Saint's Mary's has been honored to provide research for cities, counties, women's commissions and organizations that want to promote gender equity in their communities. We look forward to creating new partnerships because we know that we will only begin to see change by working together, with new and innovative collaborations across all sectors.

By reading this Report, we know you care deeply about these issues. Thank you for your commitment to advancing women and girls.

With warmest regards,

A handwritten signature in black ink that reads "Ann McElaney-Johnson". The signature is fluid and cursive, with the first name "Ann" being particularly prominent.

Ann McElaney-Johnson

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## Overview

Empowering women, building leadership skills, and fostering the spirit to serve are integral goals at Mount Saint Mary's University. With this fourth annual Report on the Status of Women and Girls in California™, we continue our commitment to the mission of our founders, the Sisters of St. Joseph of Carondelet. Our goal is to shed light on the conditions faced by women and girls, and enlighten policymakers so that we may all work together to end persistent gender inequities.

This Report reveals that women and girls in California continue to be disadvantaged than men in important areas — from education and earnings to political representation. While women earn more college degrees than men, they are far outpaced in the highest-paying fields. Within the majority of professions, women on average earn less and fewer women than men reach the top leadership positions. Single women with children are more likely than men to struggle in poverty, especially women of color. Women can expect to live longer than men, but the disparities in health and healthcare among ethnic groups persist. While the number of women serving in the United States Congress hit a historic high in 2015, the representation of women in California has lost ground at the state level.

As we celebrate the growing achievements of women and girls, we remain committed to educating the public on areas that must be addressed to ensure fairness and equity.

Key information included in the Report:

**Demographics:** California's women of color represent 61% of the female population in 2013, an increase from 56% in 2005. This is driven in large part by the increase in Latinas and decrease of white women; the proportion of women of color of all other races/ethnicities has remained largely constant since 2010.

**Education:** High school and college graduation rates are higher for women than men. However, women and girls continue to be underrepresented in science, technology, engineering, and mathematics (STEM) courses at both levels, resulting in fewer women in many STEM careers. In addition, ethnic disparities continue to persist in terms of graduation rates.

**Employment and Earnings:** Women earn less than men in every occupational cluster. The largest gender wage gap exists in natural resources, construction and maintenance occupations, where women earn \$0.57 to every dollar earned by men. In many STEM careers, particularly in engineering and the computer and information technology fields, women not only represent a small minority of employees, but they also experience an inequity in salary.

**Poverty:** California women are more likely than men to live in poverty (18% and 16%, respectively) and to live in extreme poverty (8% and 7%, respectively). Among families with children, single mothers are most likely to live in poverty. At least one in four Latinas and African-American women who reside in California live in poverty.

**Media:** Women in media are underrepresented both onscreen and offscreen. Women have fewer speaking parts, fewer lead roles, and are seldom portrayed as professionals compared to men. Of the critical behind-the-scenes occupations in the film industry, women hold fewer than one in five of those roles.

**Business Leadership:** California is home to the greatest number of women-owned firms in the country, and is the only state in which there are more than 1 million or more women-owned firms. However, the percentage of women who serve as chief executive officers (CEOs) of California's 400 largest public companies has held relatively constant at 3–4% since 2006.

**Political Representation:** For the first time in American history, the number of women serving in the United States Congress exceeds 100. However, following the 2014 election, the California state legislature has the fewest number of women since 1998.

**Physical Health:** California women are living longer than their counterparts across the country. The life expectancy for women in the U.S. age 65 is 20.3 additional years; in California, women who are 65 years old have a life expectancy of 21.5 additional years. There are wide disparities in the healthy life expectancy among ethnic and racial groups of women. For adult women in California, the leading causes of death continue to be heart disease and cancer.

**Mental Health:** California women are more likely than men to seek mental health care for serious psychological distress (SPD). Single women with children are twice as likely to report SPD than married women with children. Fewer women than men entering colleges and universities rate themselves as "highly confident" in academic and social environments.

**Violence:** In California, a reported 2 million females have been sexually assaulted, while an additional 8.6 million have experienced another form of violence. Seventeen percent of all adults (women and men) in California report being a victim of intimate partner violence (IPV) since the age of 18; women are nearly twice as likely to be victims as men. For IPV that involves sexual violence, women are eight times more likely to be victims than men.

**Veterans:** California ranks second in the nation for the largest number of female veterans. Even though the state has experienced annual declines in the number of homeless veterans, it still has the largest count in the nation. Twenty-seven percent of California veterans suffer some service-related disability.

# Demographics

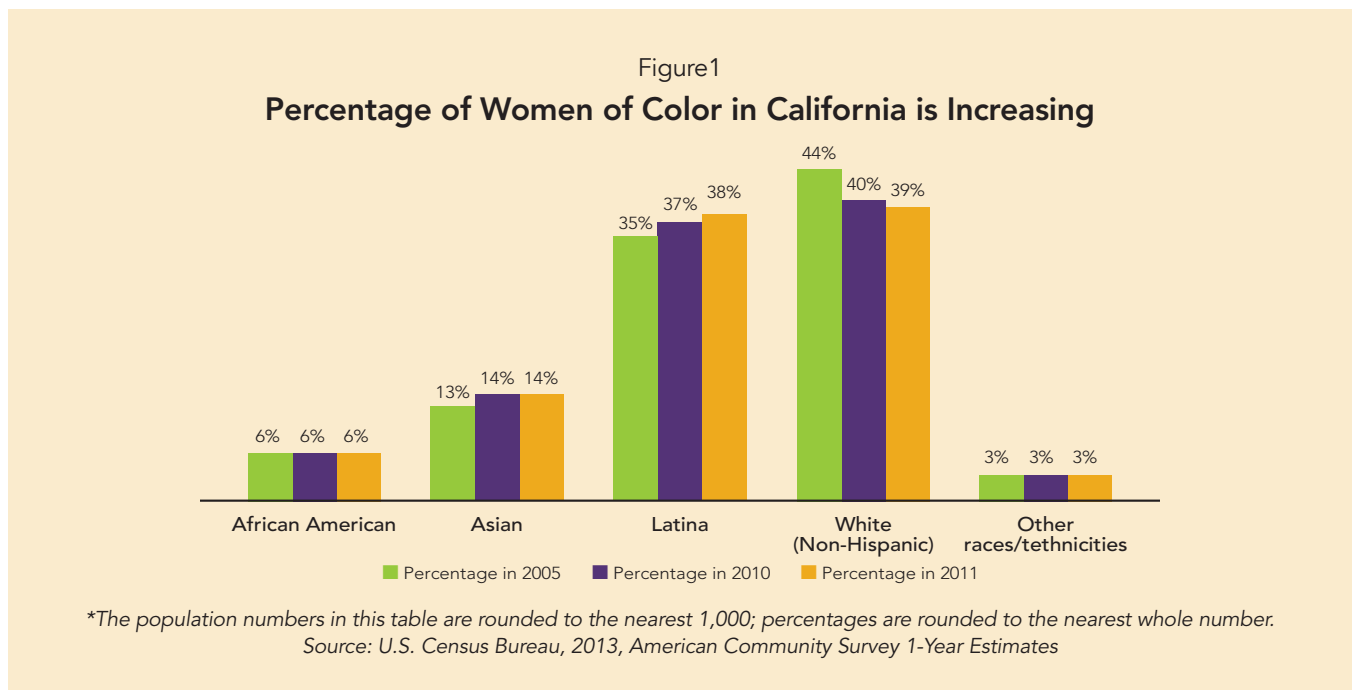
Identifying the demographic make-up of California is crucial to understanding the challenges and opportunities facing policy-makers. Half of the state's total population is female. Of the more than 19 million women and girls in California, 61% are women of color. A higher percentage of the California population is foreign born as compared to the U.S. population, and Californians speak more languages at home than any other state. Female immigrants continue to outnumber males in California.

## Total Population<sup>1</sup>

|             |   |
|-------------|---|
| 316,128,839 | U.S. population                         |
| 38,332,521  | California population                   |
| 19,260,275  | California women and girls <sup>2</sup> |

## Race and Ethnicity

California's women of color have increased from 56% of the state's female population in 2005 to 61% in 2013.<sup>3</sup>



The increase in women of color in California is driven in large part by the increase in Latina population and a decrease in the number of white women; the proportion of women of color of all other races/ethnicities has remained largely constant since 2010.

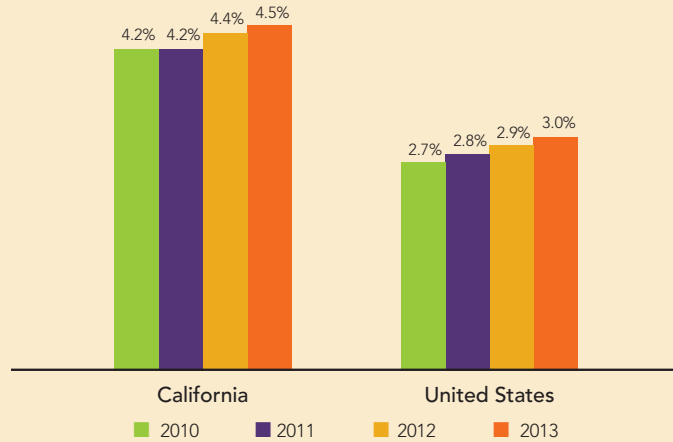
1 U.S. Census Bureau, 2013 American Community Survey (ACS) 1-Year Estimates. Table S0201: Selected Population Profile in the United States. <http://factfinder2.census.gov>

2 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table B01001: Sex by Age. <http://factfinder2.census.gov>

3 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table B01001 for total; B01001B for African American, B01001D for Asian; B01001H for White (Non-Hispanic); B01001I for Latinas. Sex by Age. Derived from <http://factfinder2.census.gov>

According to the 2010 Census, California has the largest number of residents identifying with two or more races;<sup>4</sup> the percentage of Californians in this category has increased at statistically significant rates each year for the past three years.<sup>5</sup>

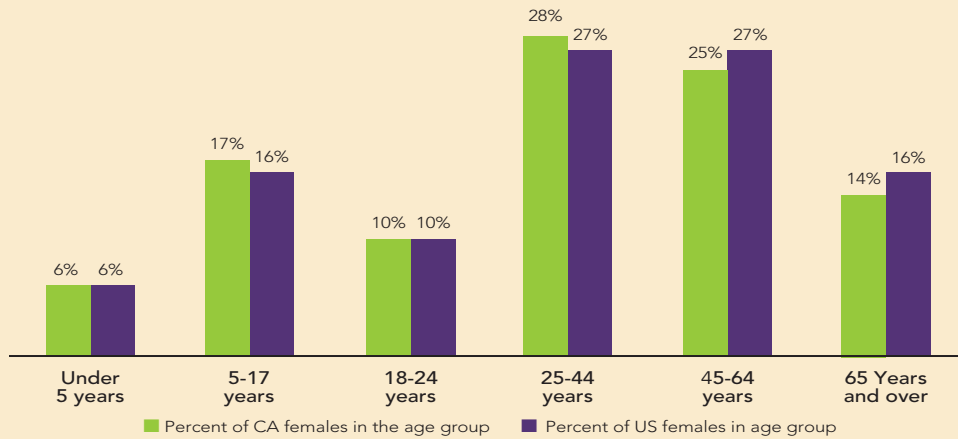
Figure 2  
**Number of Californians Identifying with Two or More Races is Increasing**



Source: U.S. Census Bureau, 2013, ACS 1-Year Estimates (Table CP05 Comparative Demographic estimates)

## Age

Figure 3  
**One-Third of California Females are Less Than 25 Years of Age<sup>6</sup>**



Note: Percentages may not sum to 100 due to rounding.

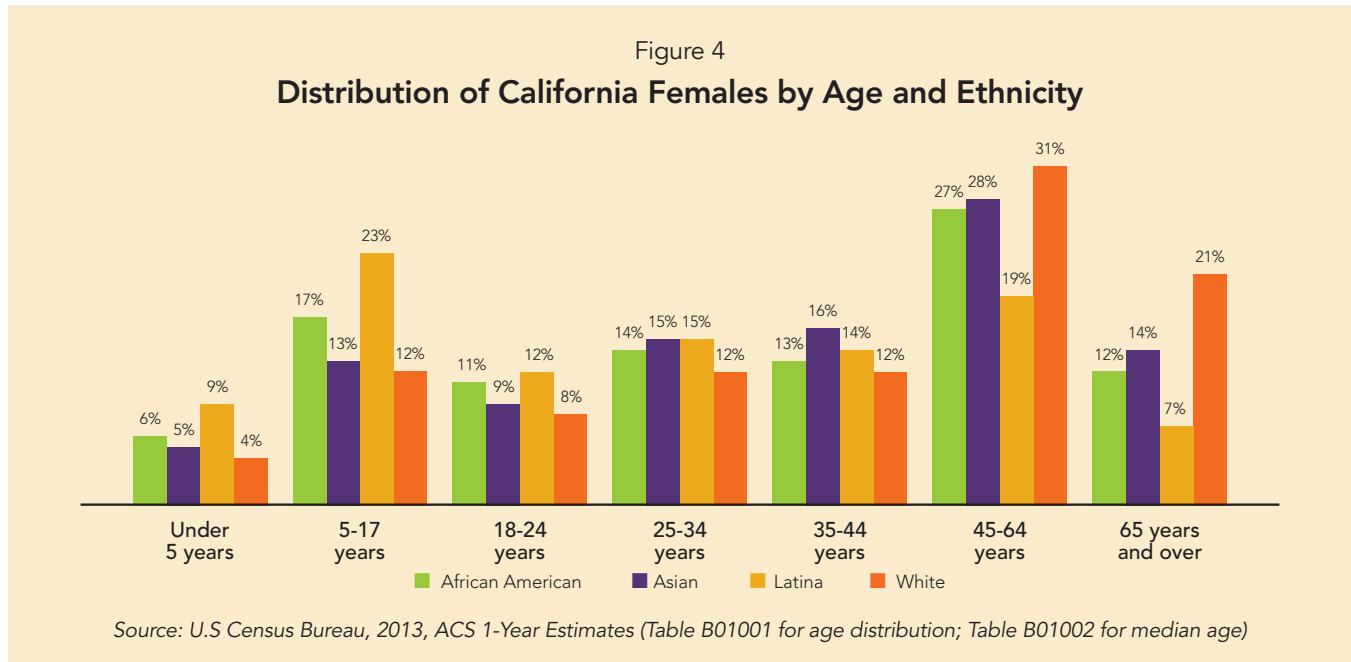
Source: U.S. Census Bureau, 2013, ACS 1-Year Estimates (Table S0101)

4 Jones, N. and J. Bullock, *The Two or More Races Population: 2010 Census Brief* (September 2012). <http://www.census.gov/prod/cen2010/briefs/c2010br-13.pdf>

5 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table CP05: *Comparative Demographic Estimates*. <http://factfinder2.census.gov>

6 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table S0101 B-1: *Age and Sex*. Retrieved from <http://factfinder2.census.gov>

Of the more than 19 million females in California, 23% are under the age of 18, and 14% are over 65 years old. California females tend to be younger than the nation as a whole; 16% of the U.S. population is over the age of 65.



The youngest and second-largest female ethnic group in California continues to be Latinas. California Latinas have a median age of 29 years, compared to 37 years for all California females. Reflecting a continual change in California’s diversity, nearly a third of Latinas are under the age of 25 years, the largest ethnic group in this age group. Twenty-one percent of white females are over the age of 65, compared to only 7% of Latinas in this age group.<sup>7</sup>

## Marital Status

In California, 45% of women who are 15 years and older are married; an additional 3% are married, but separated from their spouses; and a third of California women have never been married.<sup>8</sup> These percentages mirror U.S. women as a whole.

<sup>7</sup> U.S. Census, 2013 American Community Survey 1-Year Estimates. Table B01002: Median Age by Sex. <http://factfinder2.census.gov>

<sup>8</sup> U.S. Census, 2013 American Community Survey 1-Year Estimates. Table S0201: Selected Population Profile in the United States. <http://factfinder2.census.gov>

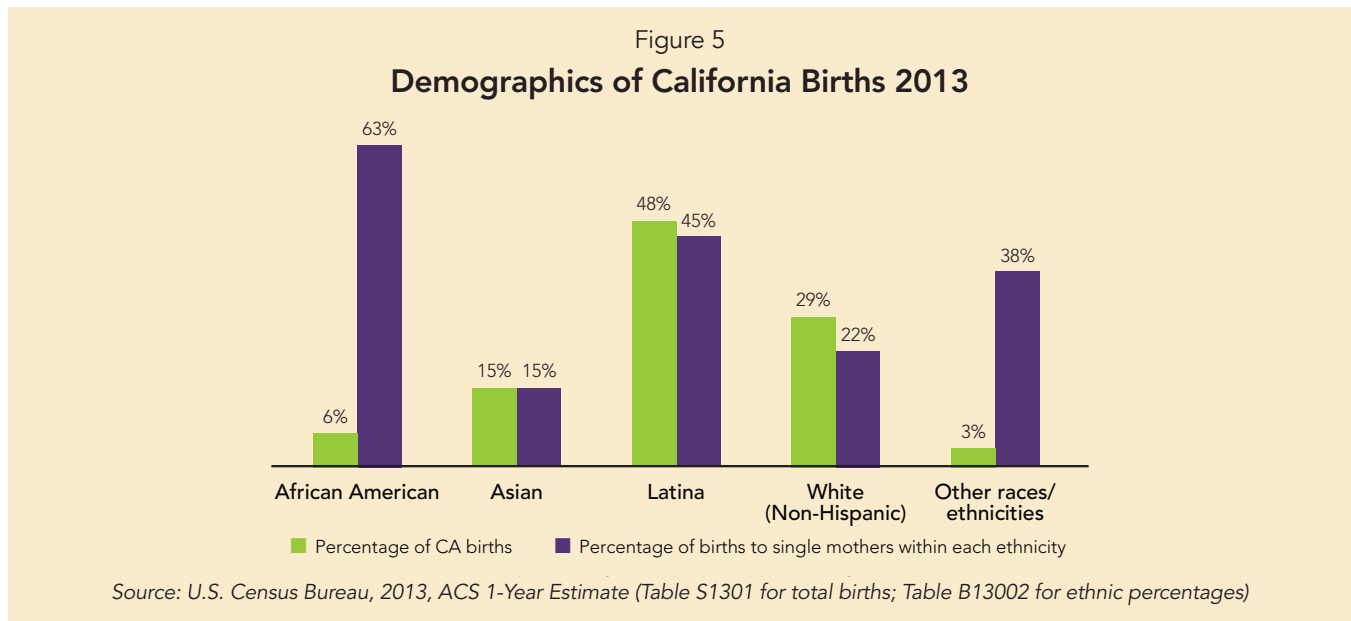


## Gender and Age

Females comprise roughly 50% of every age group in the population, except in the 65-and-older category, where women make up 56% of the population. This trend is seen across the United States.<sup>9</sup>

## Birth Rate

Five percent of all U.S. women between the ages of 15 and 50 gave birth in 2013. In California, nearly half a million (477,649) women gave birth that same year.<sup>10</sup>



In California, 48%, of women giving birth were Latina; 29% were white; 15% were Asian; and 6% were African American.<sup>11</sup>

Forty percent of mothers giving birth in California in 2013 had a high school degree or less; 19% of birthing mothers in 2013 had attained a bachelor's degree; and 11% had earned a graduate or professional degree.

Of the California women giving birth in 2013, over a third (35%) were single: 63% of African American women were single; 15% of Asian women were single; 45% of Latinas were single; and 22% of white women giving birth were single.<sup>12</sup>

9 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table S0201: *Selected Population Profile in the United States*. <http://factfinder2.census.gov>

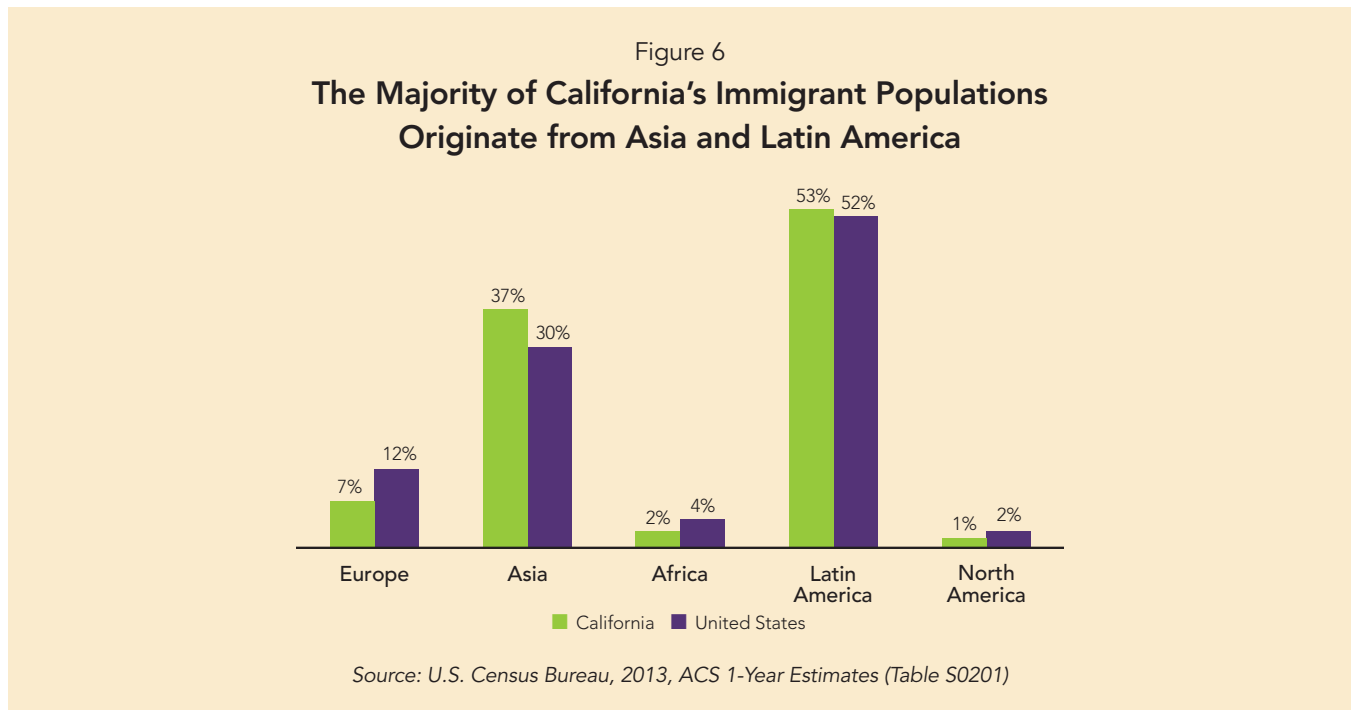
10 U.S. Census, 2013 ACS 1-Year Estimates. Table S1301: *Fertility*. <http://factfinder2.census.gov>

11 U.S. Census, 2013 ACS 1-Year Estimates. Table S1301: *Fertility*. <http://factfinder2.census.gov>

12 *Ibid* (Table S1301)

## Immigration

Over one-quarter (27%) of California's population report being foreign-born, compared to 13% of the U.S. population.<sup>13</sup>



Given the diverse background of California's population, it is not surprising that Californians speak more languages at home than do residents of any other state. In 2010, 16 different languages other than English were identified as each being spoken by more than 100,000 persons in California.<sup>14</sup> Across the state, English is spoken by 57% of all residents<sup>15</sup>; however, nearly 19% of Californians rate themselves as speaking English less than "very well," compared to 9% of the population across the United States.<sup>16</sup>

Female immigrants continue to outnumber males in California. Over 10.3 million Californians report as born in other countries, of which 52% are females; this percentage is unchanged from 2012. Over 2.7 million female immigrants are naturalized citizens.<sup>17</sup>

These statistics represent immigrants for whom there are recorded numbers. The Department of Homeland Security estimates that there were 11.5 million undocumented immigrants residing in the United States in 2011. Nearly half (47%) of them were female. A quarter of these undocumented immigrants, an estimated 2.8 million, live in California, constituting slightly over 7% of the state's population.<sup>18</sup>

13 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table S0201: *Selected Population Profile in the United States*. <http://factfinder2.census.gov>

14 "California", Modern Language Association of America Language Map Data Center. [www.mla.org/](http://www.mla.org/)

15 *Ibid.*

16 U.S. Census 2013 ACS 1-Year Estimates. Table S0201: *Selected Population Profile in the United States*. <http://factfinder2.census.gov>

17 *Ibid.*

18 Office of Immigration Statistics, *Estimates of the Unauthorized Immigrant Population Residing in the U.S.: January 2011*. <http://www.dhs.gov/estimates-unauthorized-immigrant-population-residing-united-states-january-2011>; state population from U.S. Census, 2011 ACS 1-Year Estimates. (Table S0201)

# Education

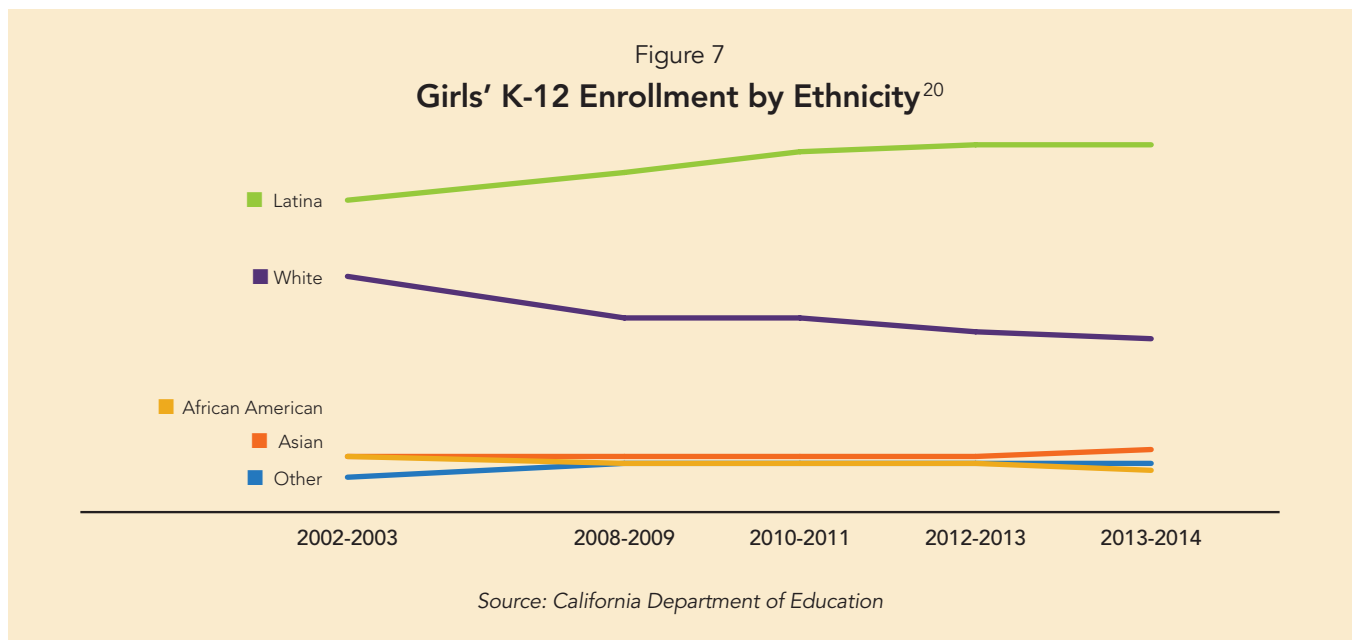
While California high school and college graduation rates are higher for women than men, women and girls continue to be underrepresented in science, technology, engineering and mathematics (STEM) courses at both levels. Fewer women choose STEM majors and careers. In addition, ethnic disparities continue to persist in graduation rates, with African American, Latina, and Native American students graduating from high school at the lowest percentages.

## K-12 Students

In the 2013–14 school year, 6.2 million students were enrolled in California public K-12 schools. Nearly half (49%) were girls.<sup>19</sup>

### RACIAL/ETHNIC DISTRIBUTION

California public school girls reflect the increasing diversity of the state's population, with 75% of the K-12 student population identified as non-white in the 2013-14 school year and Latinas representing the largest ethnic group.



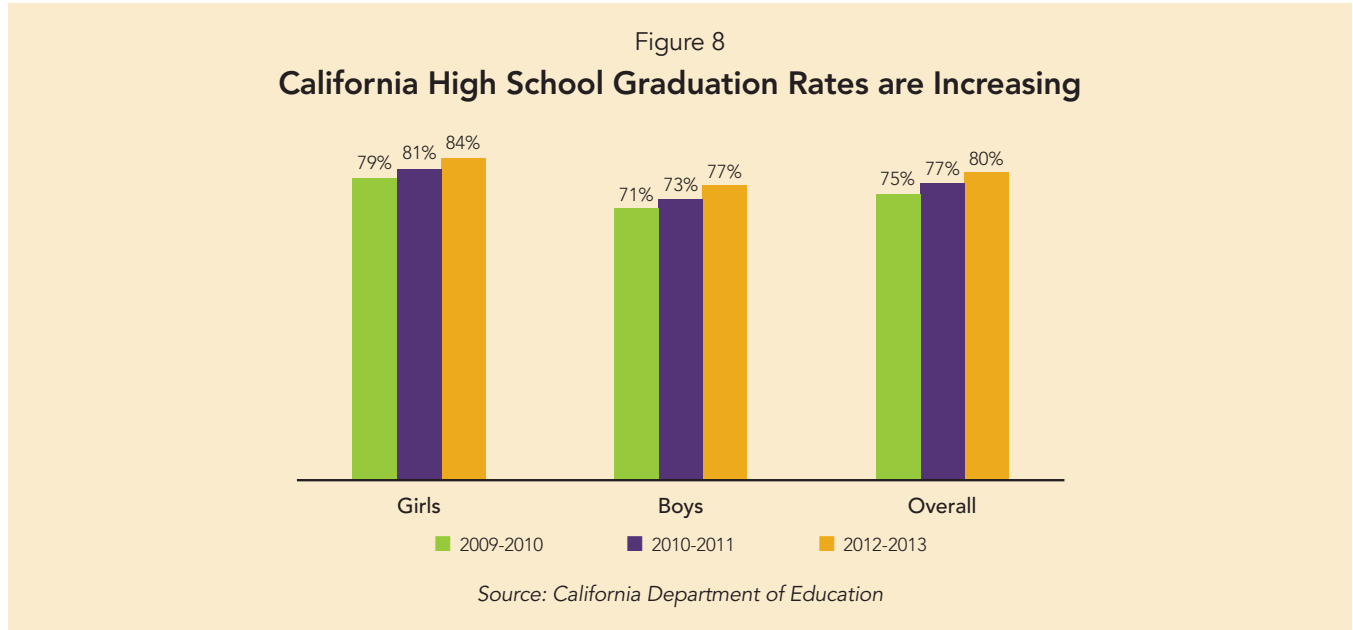
Over the past decade, the total number of girls enrolled in K-12 has been roughly 3 million; the proportion of girls identifying as Asian and "others" over that time period has remained essentially constant. The proportion of Latinas increased from 45% in 2002-03 to 53% in 2013 while the proportion of African American and white girls in public K-12 schools decreased.

19 California Department of Education. *Enrollment by Gender, Grade and Ethnic Designation for 2012-13*. <http://dq.cde.ca.gov/dataquest/enrollment/PopulationProfileintheUS>. <http://factfinder2.census.gov>

20 California Department of Education. *Enrollment by Ethnicity for 2013-14: Enrollment by Gender, Grade and Ethnic Designation*. <http://dq.cde.ca.gov/dataquest/Enrollment/>

## HIGH SCHOOL GRADUATION RATES

The high school cohort graduation rates<sup>21</sup> reported for students in California has increased in recent years.<sup>22</sup> From 2009 to 2013, the graduation rate of girls has increased from 79% to 84%, while the graduation rate of boys has risen from 71% to 77%.<sup>23</sup> Parallel to graduation rates, the dropout rate for girls is 9% and for boys is 14%. Overall, the academic success for girls in terms of high school completion continues to be greater than boys.



While only four of every five students in the 2012-13 cohort graduated from high school in four years, 7% of the cohort were enrolled in fall 2013 and may have graduated at a later date. Eighty-four percent of the 2012-13 cohort of girls graduated in a timely fashion compared to 77% of boys.<sup>24</sup>

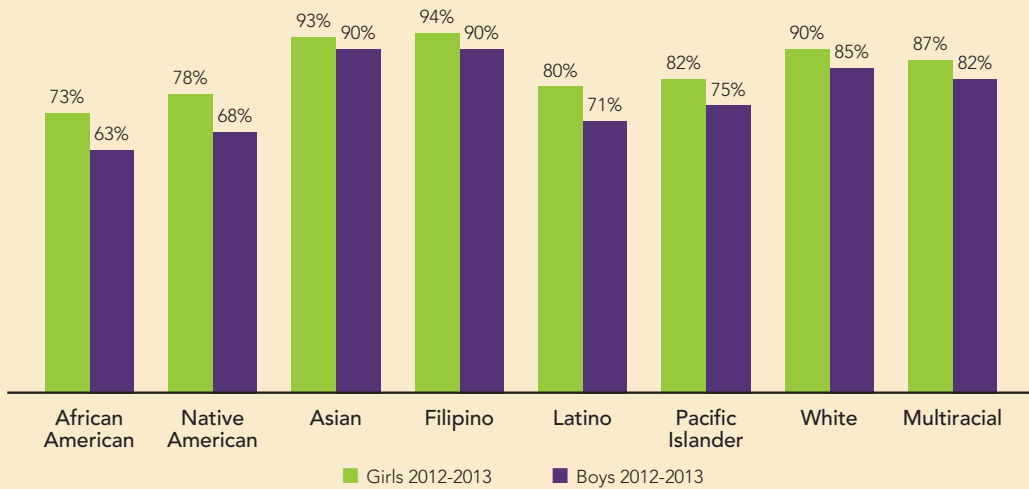
21 California uses an adjusted cohort model for calculating graduation rates: the 4-year adjusted cohort includes students who enter 9th grade for the first time in the initial year; students who transfer into the cohort during any of the four years are added to the cohort; students who transfer out, emigrate to another country or die during the 4-year period are subtracted from the cohort. See U.S. Department of Education. *No Child Left Behind: High School Graduation Rate (Non-Regulatory Guidance)* dated December 22, 2008 (p. 9) accessed at [www2.ed.gov/policy/elsec/guid/hsrguidance.pdf](http://www2.ed.gov/policy/elsec/guid/hsrguidance.pdf)

22 California Department of Education: Cohort Outcome Data by Gender. <http://dq.cde.ca.gov/dataquest/>

23 *Ibid.*

24 *Ibid.*

Figure 9  
**California Girls Graduate from High School at a Higher Rate than Boys**



Source: California Department of Education

Among girls, Filipinas and Asians have the highest graduation rate (94% and 93% respectively) while African Americans and Native Americans have the lowest rates (73% and 78%, respectively).

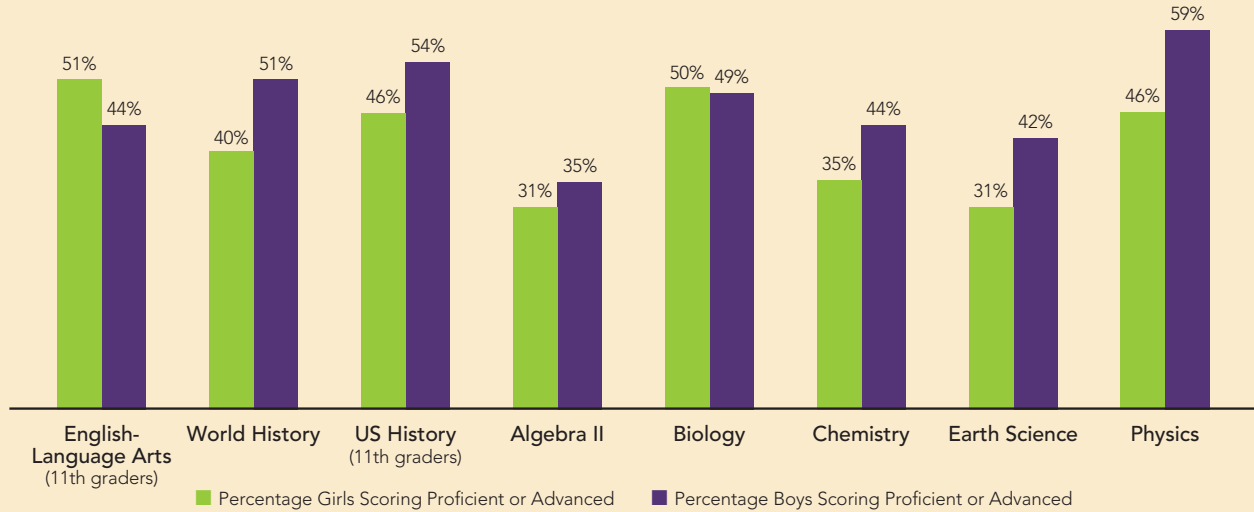
Entrance requirements for the two largest university systems in the state — the University of California (UC) and the California State University (CSU) systems — require more high school courses than the state-mandated requirements for high school graduation. Entrance into either UC or CSU requires a minimum of 15 courses (the state mandates 13 courses), with additional work to include a fourth year of English and a third year in mathematics through intermediate algebra.<sup>25</sup> Of the 2012-13 California high school graduates, 44% of girls and 35% of boys completed all courses required for entrance into UC or CSU.<sup>26</sup>

25 See, for example, the California Department of Education: Graduation Requirements (Courses required for graduation and university admission). Retrieved from <http://www.cde.ca.gov/ci/gs/hs/hsgtable.asp>

26 California Department of Education: 12th Grade Graduates Completing all Courses Required for U.C. and/or C.S.U. Entrance (2012-13). <http://dq.cde.ca.gov/dataquest/>

Figure 10

**Girls Tend to Score Lower on Most Areas Except English/Language Arts on STAR Tests<sup>27</sup>**

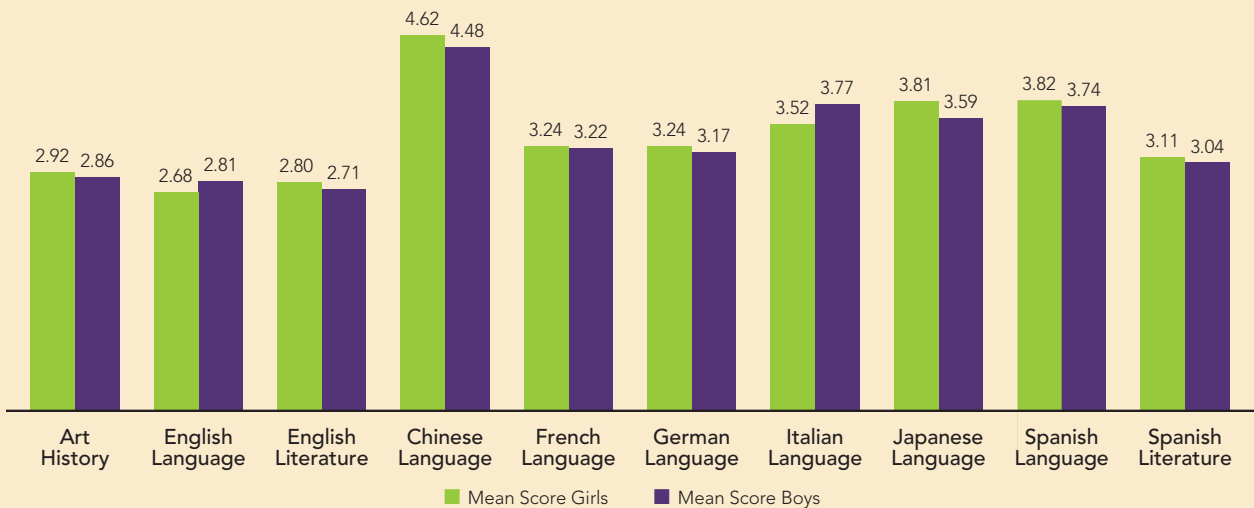


Note: Except where noted, the number of students represents the total number across all high school grade levels, listed as end-of-course (EOC) students.  
 Source: California Department of Education

The 2013 STAR testing in California public schools revealed that girls outperform boys only in the examination on English and Language Arts, and performed lower in all other areas except biology, where girls and boys perform on par. Less than 50% of both girls and boys demonstrated proficiency in almost every area.

Figure 11

**Girls Tend to Perform as Well or Better than Boys on AP Examinations in English and the Language Arts**

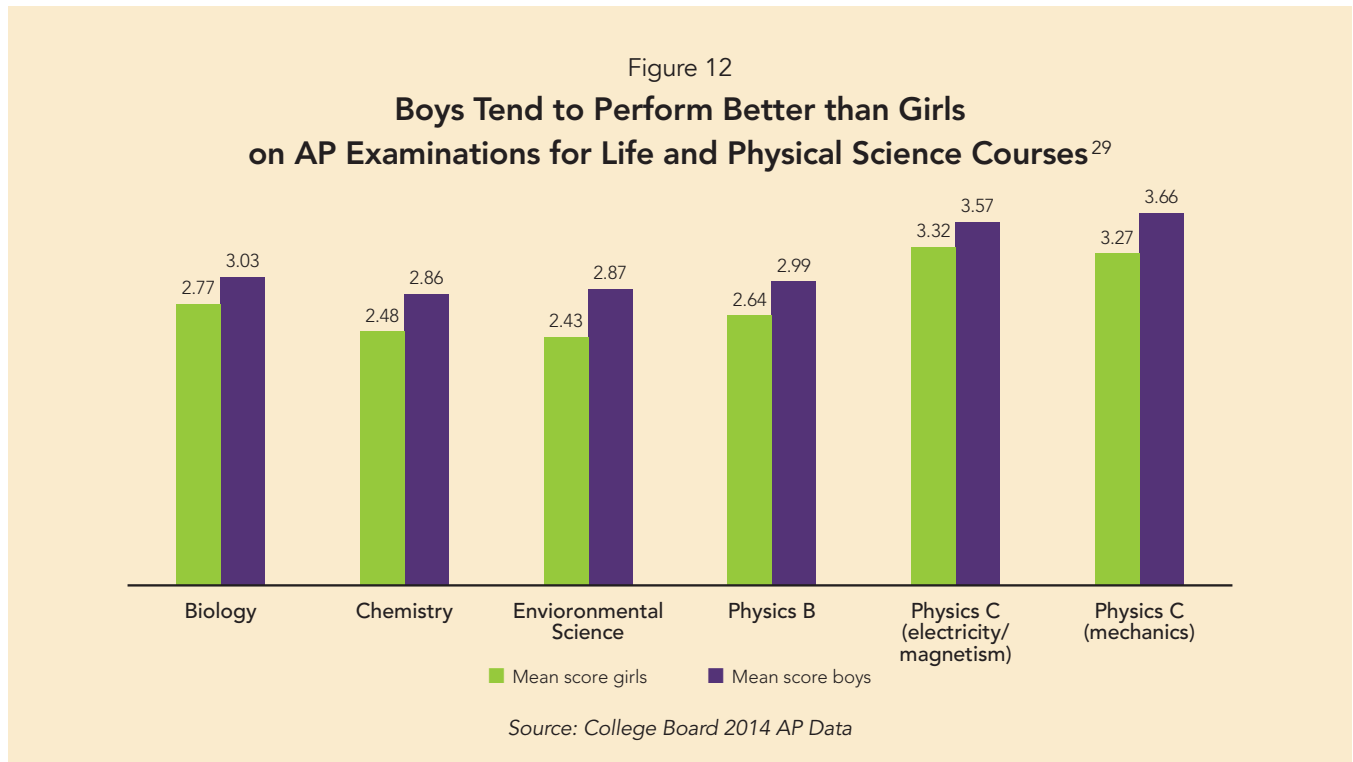


Source: College Board 2014 AP Data

<sup>27</sup> California Department of Education: Retrieved from 2013 STAR Test Results. <http://star.cde.ca.gov>

The Advanced Placement (AP) examination, conducted by the College Board, tests high school students who attend both private and public high schools in specified subject matters at the college level. The score range on AP examinations is 1-5, with a 3 being the minimum score accepted for college credit. In 2014, 55% of all AP exams in California were taken by girls; the average score for girls across all subjects was 2.82 and the average score for boys was 3.02.<sup>28</sup>

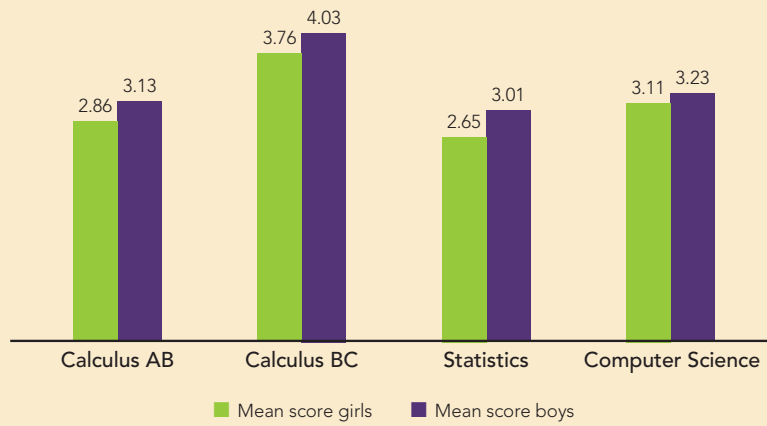
Within specific AP areas, participation rates by gender and performance vary. Consistent with the STAR results, girls participate and outperform boys in multiple areas of English and the language arts. Girls tend to perform less well than boys on examinations in mathematics and the physical and life sciences.



28 College Board 2014 AP Data. From State Reports at <http://research.collegeboard.org/programs/ap/data/participation/ap-2014>

29 Ibid.

Figure 13  
**Boys Tend to Perform Better on AP Examinations  
 for College-Level Computer Science and Mathematics Courses**



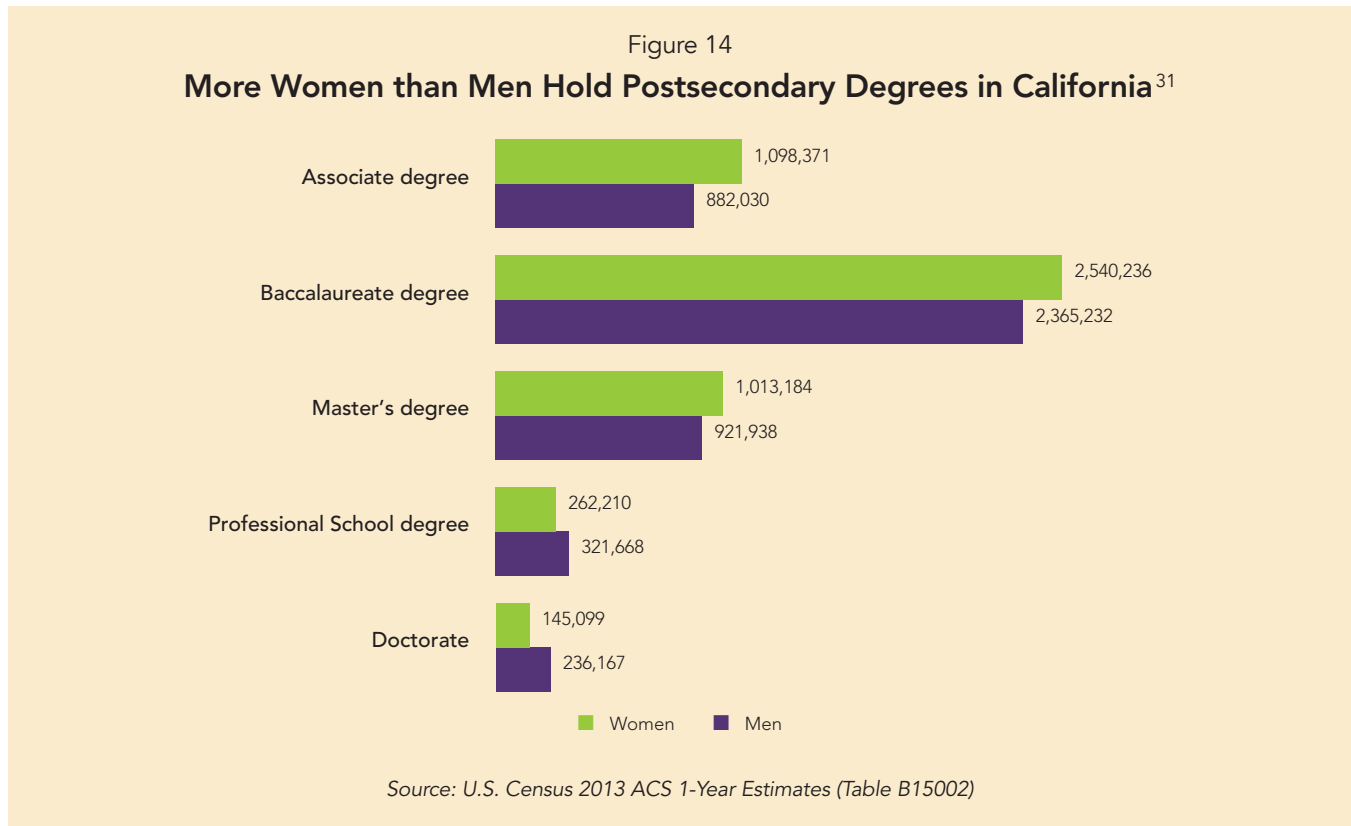
Source: College Board 2014 AP Data

The performance gap (difference in average score) between girls and boys in all science and mathematics courses reported above is persistent, with boys outperforming girls in all subjects. Girls outperform boys in several of the language arts. The mean score for girls was higher than that for boys in every language exam (including Latin), except for English language.



## Postsecondary Education

In 2013–14, there were 3.2 million Californians enrolled in public and private postsecondary institutions, either colleges or graduate/professional schools. Of these students, 54% were female.<sup>30</sup>



In California, 52% of all college degrees, including associate's degrees, are held by women; 51% of all degrees at the baccalaureate level and higher are held by women. At the post-graduate level, 45% of all professional practice degrees and 38% of all research/scholarship degrees are held by women. While more women than men 25 years and older hold a minimum of a bachelor's degree in California, the percentage of degrees held by women varies by the field of study.

Women across all age groups hold the majority of degrees in education and in the arts/humanities/other categories. Nearly half of the baccalaureate business degrees of young professionals in the 25-39 age group are held by women, while only 28% of business degrees are held by women among persons over the age of 65 years.<sup>32</sup>

Bachelor's degrees in the STEM fields are predominantly held by men. The greatest gender disparity is observed in engineering, where women hold only 15% of undergraduate engineering degrees.<sup>33</sup>

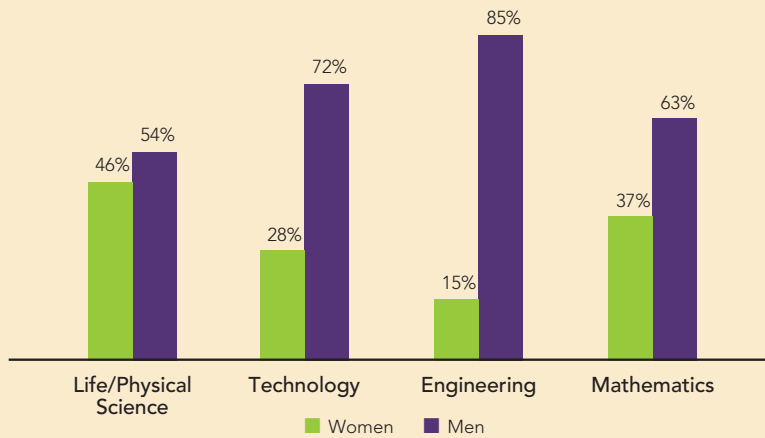
30 U.S. Census, 2013 ACD 1-Year Estimates. Table B14002: Selected Population Profile in the US. <http://factfinder2.census.gov>

31 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table B15002: Sex by Educational Attainment for the Population 25 years and older. <http://factfinder2.census.gov>

32 U.S. Census, 2013 American Community Survey 1-Year Estimates. Derived from Table B15011: Sex by Age by Field of Bachelor's Degree for First Major for the Population 25 Years and Over. <http://factfinder2.census.gov>

33 U.S. Census, 2012 ACS Public Use Microdata Sample, 2012. Data reported in California Research Bureau Short Subjects: California's Gender Gap in STEM Education and Employment (November 2013). Accessed at <http://www.library.ca.gov/crb>

Figure 15  
**Bachelor's Degree Attainment in STEM Fields, 2011**



Source: US Census PUMS 2012.

The percentage of degrees from California public institutions earned by women in STEM fields did not increase from 2005-2010.<sup>34</sup>

In the academic year 2009-10, women earned the majority of bachelor's degrees awarded by California's public institutions of higher education in the life sciences; however, fewer than 1 in 5 of the baccalaureate degrees in computer science and engineering were awarded to women.<sup>35</sup>

It is worth noting that many successful women in business who serve as chief executives, operating officers, or presidents of large companies in the U.S. have an academic background in the sciences, math, engineering, or technology fields.<sup>36</sup>

34 California Postsecondary Education Commission, Trend Analysis of Degrees by Discipline. [www.cpec.ca.gov/OnlineData/MiningChart.ASP](http://www.cpec.ca.gov/OnlineData/MiningChart.ASP)

35 U.S. Census, 2013 ACS 1-Year Estimates. Table B14002: Sex by School Enrollment by Level of School by Type of School for the Population 3 Years and Older. <http://factfinder2.census.gov>

36 Examples of ten companies with high-ranking women having a STEM background are: IBM, General Motors, PepsiCo, Lockheed Martin, DuPont, Hewlett-Packard, Mondel z International, Archer Daniels Midland, Facebook, Xerox, and Yahoo. Academic backgrounds taken from online biographies of the women; see also <http://fortune.com/2014/09/22/women-and-stem/>

# Employment and Earnings

A gender gap in employment and earnings persists in California as it does in most of the country. Currently, there are fewer women employed in California than men, and when women are employed, they are consistently paid less across occupations. Occupations remain gendered, with women more likely than men to hold positions in the lower ranks of most professional categories. Women continue to be underrepresented in many STEM fields, where the fastest-growing and most lucrative employment opportunities exist in California.

## Employment Status 2013

In California, 63% of all women are employed, compared to 74% of all men.

Figure 16  
Employment Status

| <b>California</b>      |                       |                                |                          |
|------------------------|-----------------------|--------------------------------|--------------------------|
|                        | <b>Total Estimate</b> | <b>In Labor Force Estimate</b> | <b>Unemployment Rate</b> |
| Population 20–64 years | 23,274,963            | 76.1%                          | 9.4%                     |
| Women                  | 11,577,446            | 69.7%                          | 9.5%                     |
| Men                    | 11,967,517            | 82.5%                          | 9.3%                     |
| <b>United States</b>   |                       |                                |                          |
|                        | <b>Total Estimate</b> | <b>In Labor Force Estimate</b> | <b>Unemployment Rate</b> |
| Population 20–64 years | 188,966,533           | 76.9%                          | 7.9%                     |
| Women                  | 95,120,042            | 72.1%                          | 7.7%                     |
| Men                    | 93,846,491            | 81.8%                          | 8.0%                     |

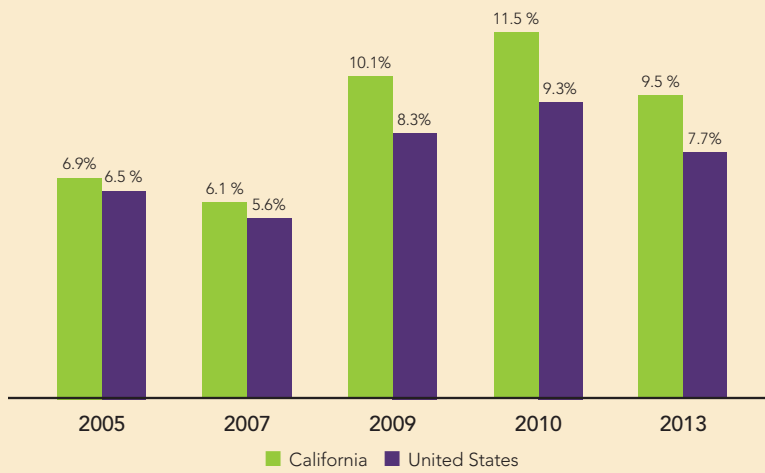
*Note: Information is given for workers age 20-64. Unemployment rate is % of unemployed in the labor force.  
Source: U.S. Census Bureau, 2013.*

The unemployment rate in California is relatively equal between genders, at approximately 9%. When compared to the national level, California's unemployment rate is higher for both women and men.<sup>37</sup>

Women's unemployment rate in California, as well as in the nation, has decreased since it peaked at 11.5% in 2010.

37 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table S2301: *Employment Status* <http://factfinder2.census.gov>

Figure 17  
Women's Unemployment Rates<sup>38</sup>



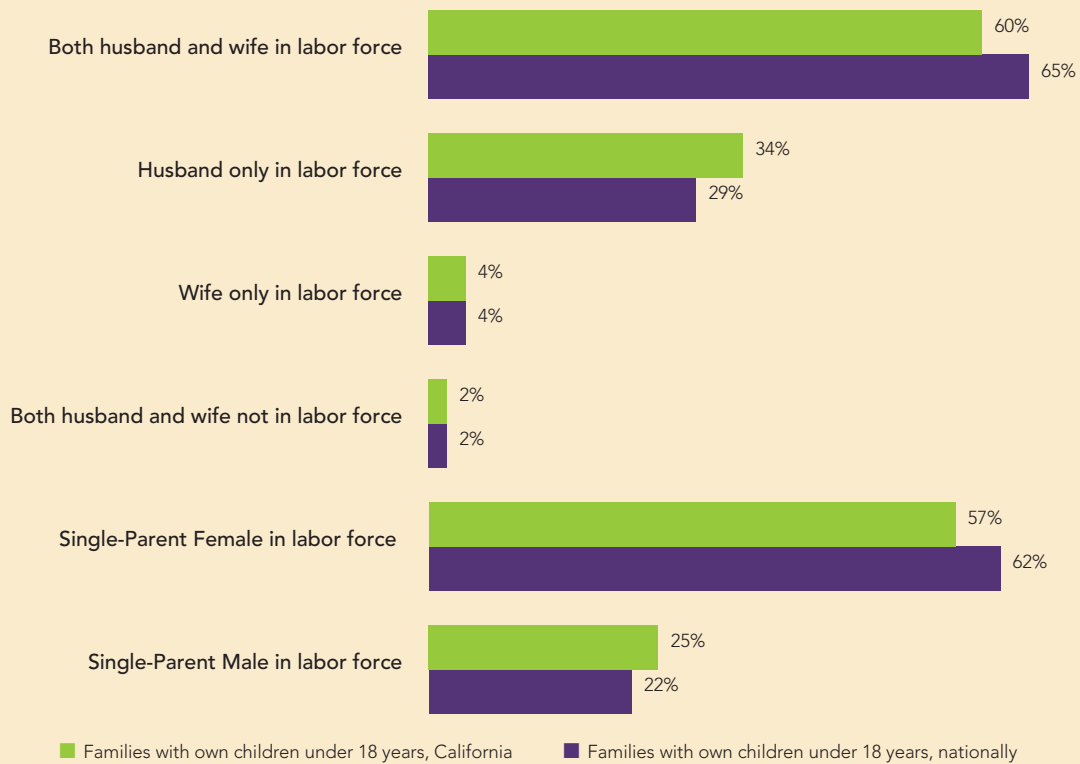
Source: U.S. Census Bureau, 2013, ACS 1-Year Estimates

Unemployment in 2014 continued a downward trend, with a preliminary unemployment rate for California women in November at 7.2%.<sup>39</sup>

<sup>38</sup> *Ibid.* ACS 1-Year Estimates for indicated year.

<sup>39</sup> Bureau of Labor Statistics: California Demographic Labor Force Summary Tables — November 2014. Data for women, 20 years and older. (Data BLS Current population survey) Accessed at State of California Employment Development Department: [www.labormarketinfo.edd.ca.gov/](http://www.labormarketinfo.edd.ca.gov/)

Figure 18  
**Family Composition and Employment Status, 2013**

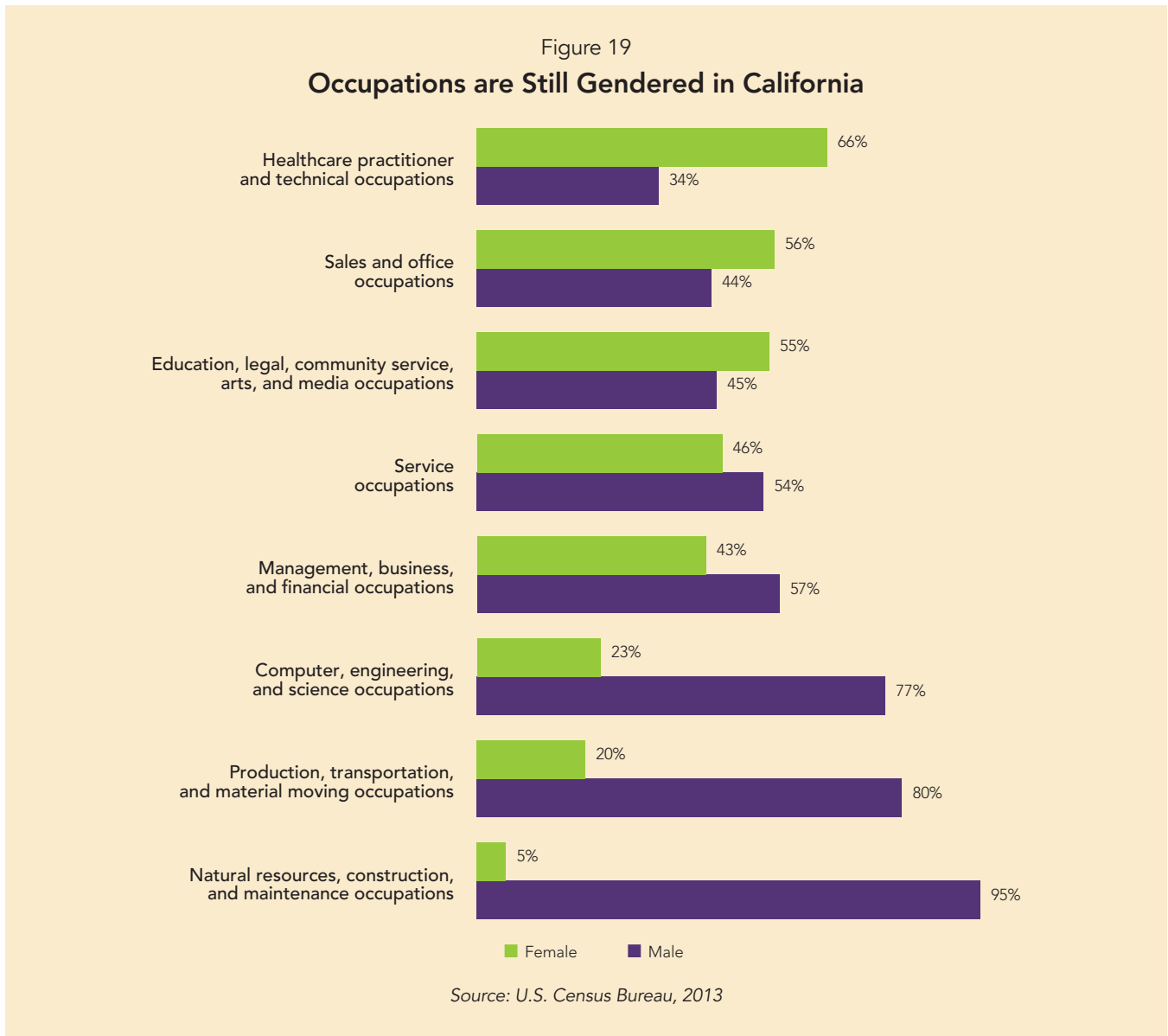


Source: U.S. Census Bureau, 2013

In two-parent families, both parents are likely to work outside the home; when only one parent works outside the home, it is much less likely to be the mother. Women who are single parents are more likely to work outside the home than single-parent men.<sup>40</sup>

40 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table S2302: *Employment Characteristics of Families*. <http://factfinder2.census.gov>

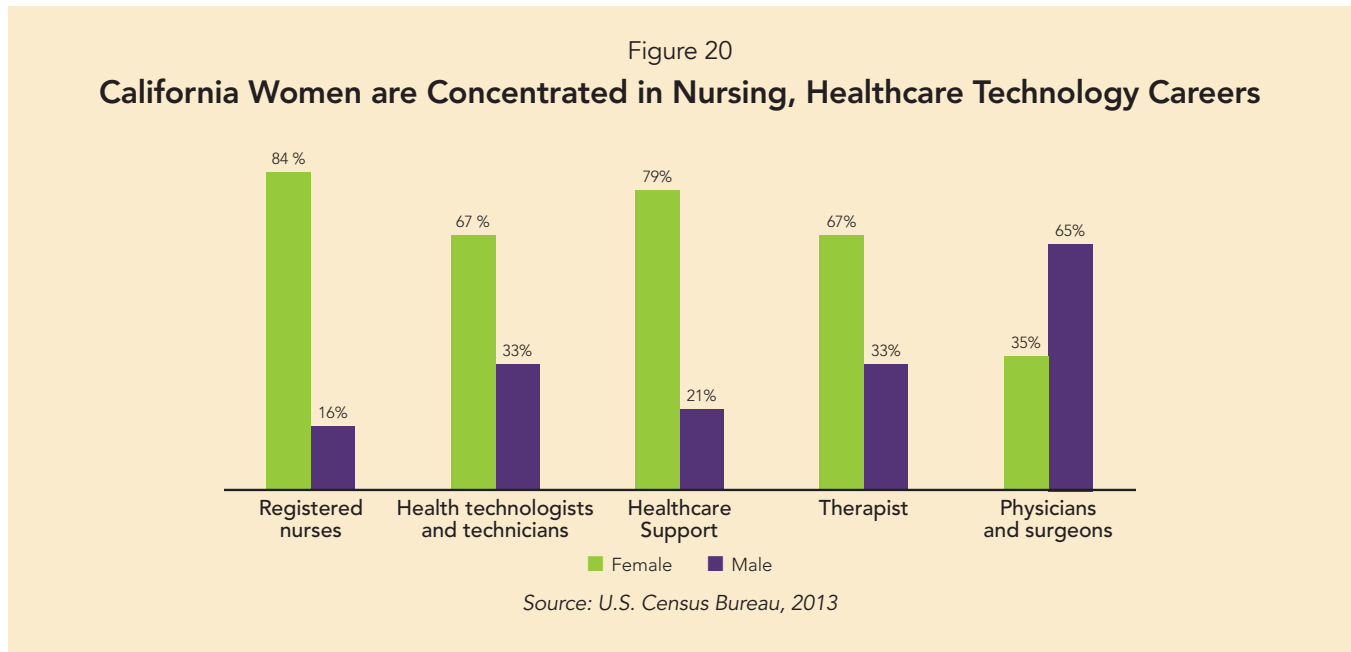
## Occupations



Among the broad occupational clusters within the state, women represent a majority of employees in three areas: 1) healthcare practitioner and technical operations, 2) sales and office occupations, and 3) education, legal, community service, arts, and media occupations. The greatest gender imbalances above exist in STEM fields and professions that require physical labor.<sup>41</sup>

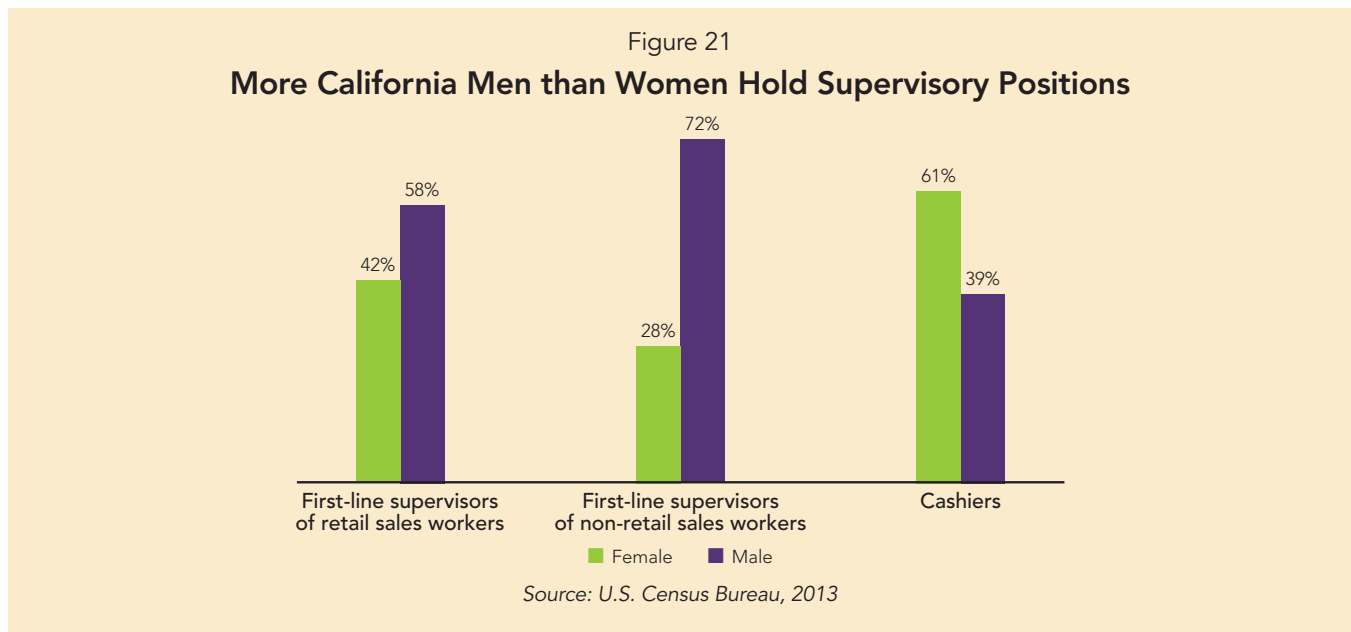
41 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table B24020: Sex By Occupation For The Full-time, Year-Round Civilian Employed Population 16 Years And Over. <http://factfinder2.census.gov>

## HEALTHCARE PRACTITIONER AND TECHNICAL OCCUPATIONS



For the majority of healthcare and technical occupations, women outnumber men by at least 2:1. However, in the higher-paying “physicians and surgeons” category, men outnumber women at the same 2:1 ratio.<sup>42</sup>

## SALES AND OFFICE OCCUPATIONS

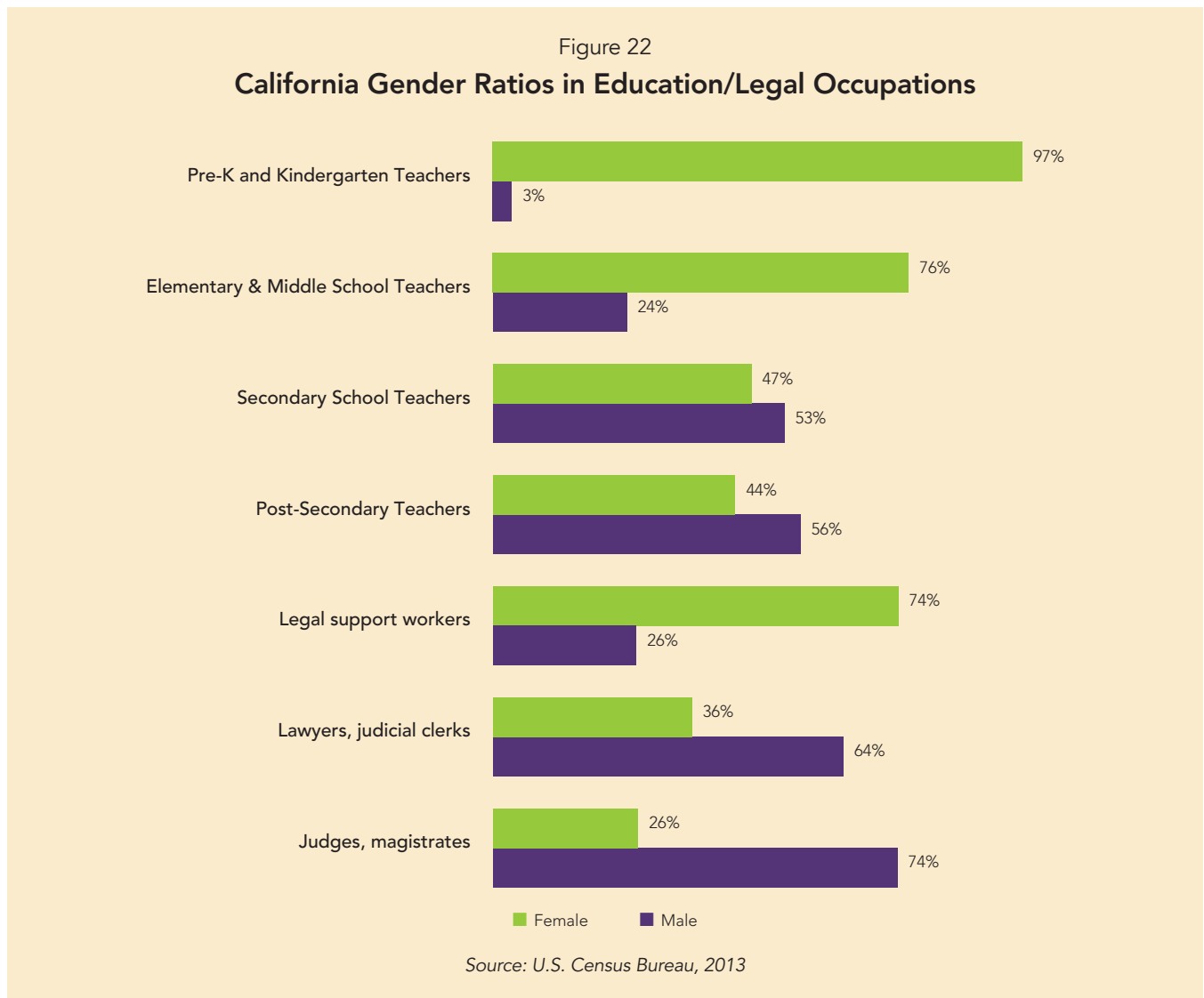


In sales and office occupations, men hold more supervisory positions in retail and non-retail work while women occupy the majority of cashier positions.<sup>43</sup>

<sup>42</sup> U.S. Census, 2013 American Community Survey 1-Year Estimates. Table B24020: Sex By Occupation For The Full-time, Year-Round Civilian Employed Population 16 Years And Over. <http://factfinder2.census.gov>

<sup>43</sup> *Ibid.*

EDUCATION, LEGAL, COMMUNITY SERVICE, ARTS, AND MEDIA OCCUPATIONS



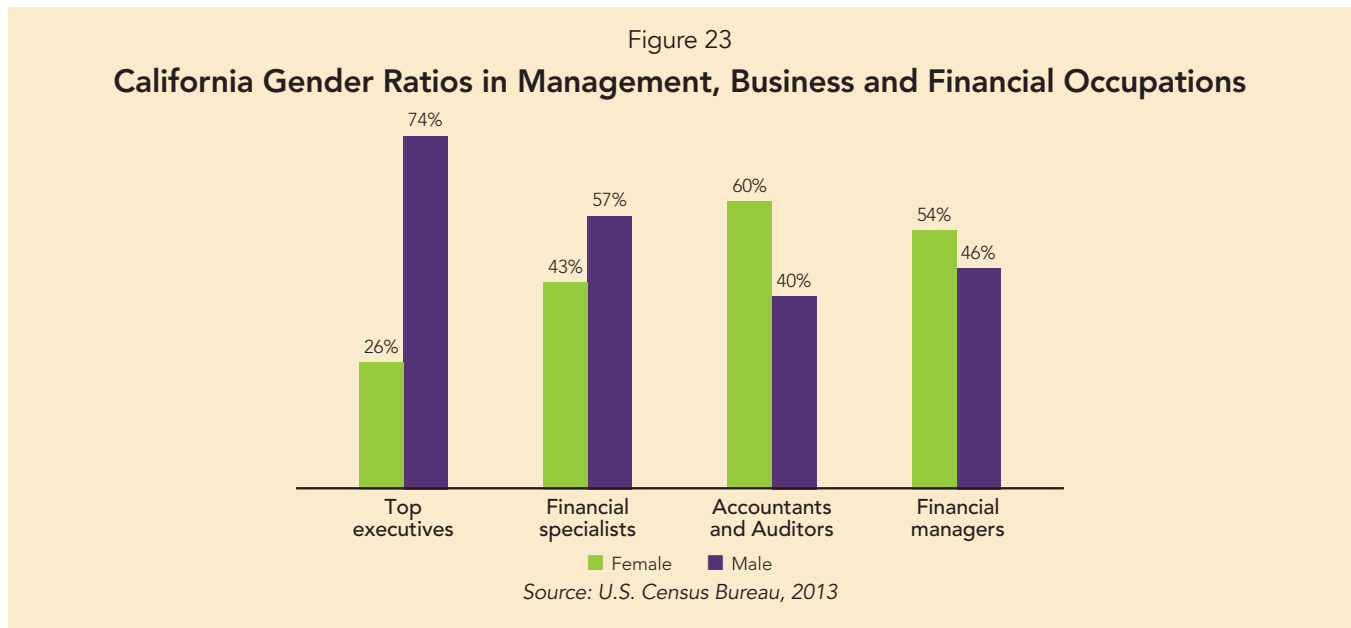
In education fields, children are more likely to see women teachers in their classrooms before high school. As girls and boys transition to adolescence, they are less likely to see women instructors at the high school and college levels.

In the legal field, women also are more likely to serve as legal support workers, and are less likely to be lawyers and judges compared to men.<sup>44</sup>

44 *Ibid.*

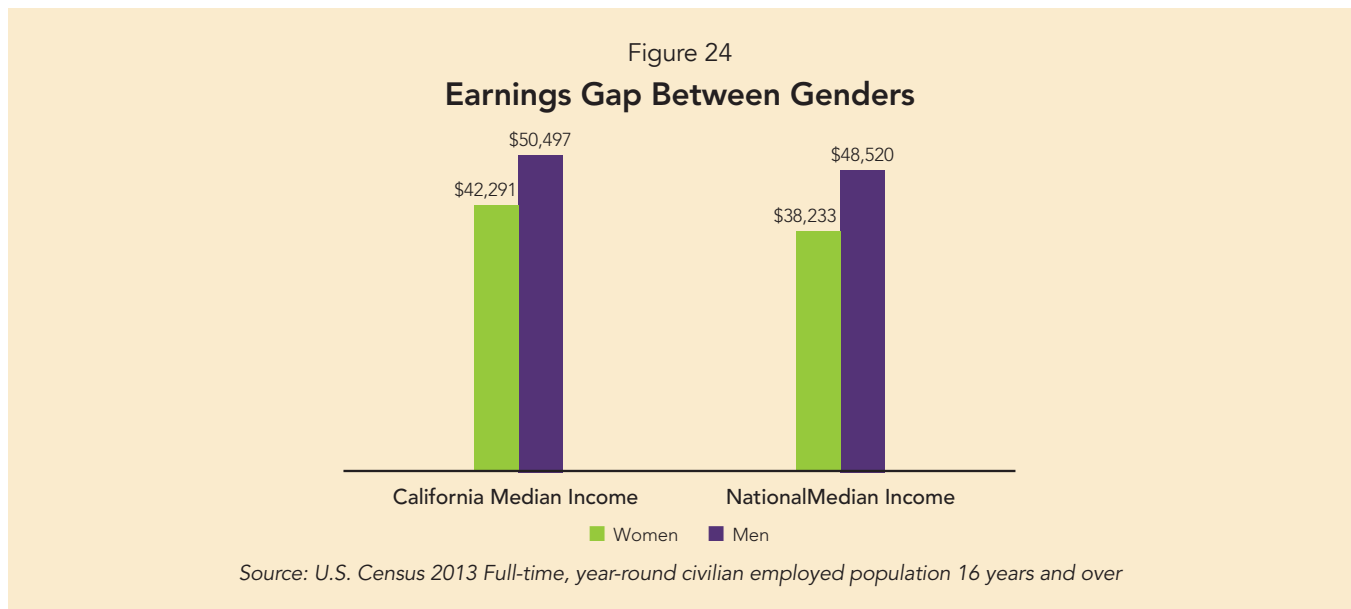


MANAGEMENT, BUSINESS, AND FINANCIAL OCCUPATIONS



In business fields, one in four top executives is a woman; women comprise over half of all accountants and auditors, and financial managers.

## Earnings



The gender wage gap in California is 84 cents on the dollar. California has a 5-cent lower gender wage gap than the nation; across the United States, women earned 79 cents on the dollar to men.<sup>45</sup>

45 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table S2402: Occupation by Sex and Median Earnings in the Past 12 Months (in 2013 Inflation-Adjusted Dollars) for Full-Time, Year-Round Civilian Employed Population 16 Years and Over. <http://factfinder2.census.gov>

Figure 25

### California Women Still Earn Less Than Men in All Occupational Categories

| Occupation Clusters                                 | Median Female Earnings | Median Male Earnings | Gender Wage Gap: Female/Male Earnings |
|---|------------------------|----------------------|---------------------------------------|
| Management, business and financial                  | \$63,363               | \$84,394             | 0.75                                  |
| Healthcare practitioners and technical              | \$72,229               | \$87,287             | 0.83                                  |
| Natural resources, construction and maintenance     | \$22,201               | \$38,706             | 0.57                                  |
| Computer, engineering and science                   | \$76,227               | \$91,765             | 0.83                                  |
| Education, legal, community service, arts and media | \$54,954               | \$67,382             | 0.82                                  |
| Sales and office                                    | \$37,205               | \$44,329             | 0.84                                  |
| Production, transportation, and material moving     | \$23,667               | \$35,195             | 0.67                                  |
| Service   | \$24,645               | \$30,041             | 0.82                                  |

Source: U.S. Census Bureau, 2013

The gender wage gap exists in every occupational cluster. The largest wage gap exists in natural resources, construction and maintenance occupations, where women earn \$0.57 to every dollar earned by men. Greatest wage parity is earned in sales and office occupations, where women earn \$0.84 to every dollar earned by men; in computer, engineering and science (STEM) positions, and among healthcare practitioners and technical workers, women earn \$0.83 to the dollar.<sup>46</sup>

## Women in STEM Professions

Figure 26

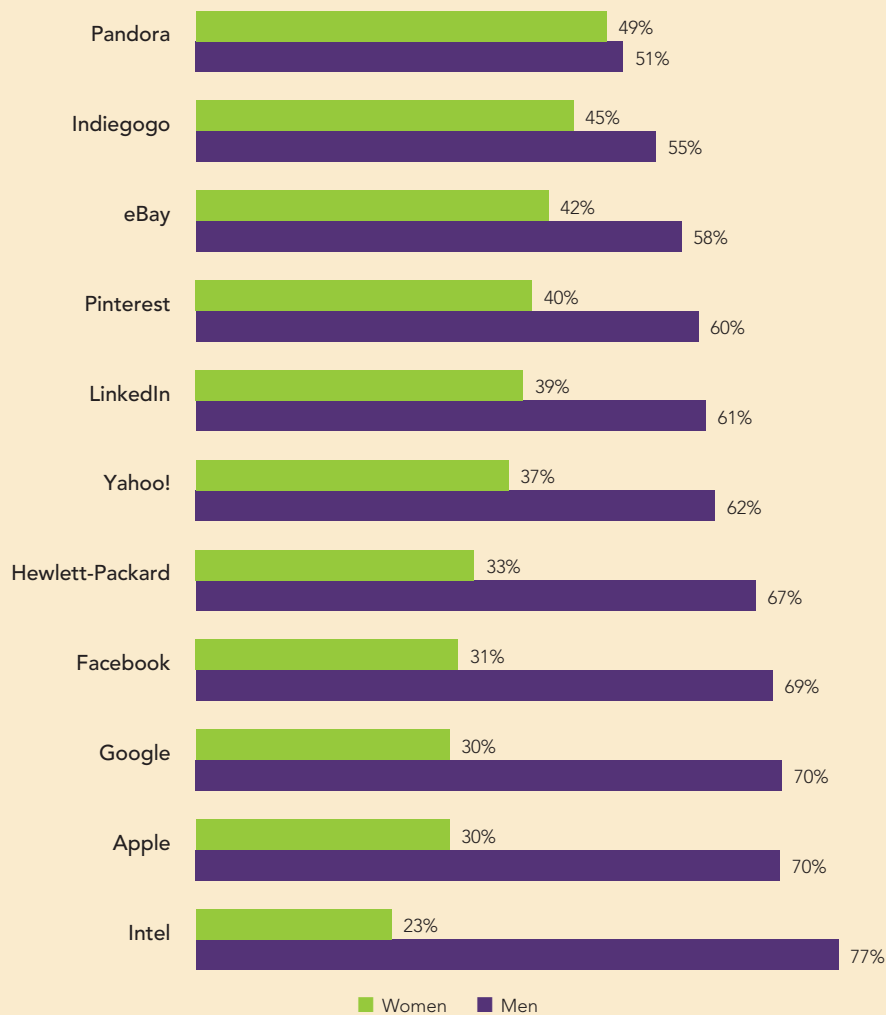
### Prevalence and Salaries of California Women in STEM Professions

| STEM Occupation                               | Percentage of the Profession That is Female | Median Female Salary | Median Male Salary |
|---|---|----------------------|--------------------|
| Architecture and Engineering                  | 15.7%                                       | \$78,389             | \$91,837           |
| Computer and Mathematics                      | 23.1%                                       | \$80,032             | \$94,902           |
| Life, Physical and Social Science Professions | 44.1%                                       | \$70,333             | \$75,224           |

Source: U.S. Census Bureau, 2013

<sup>46</sup> U.S. Census, 2013 American Community Survey 1-Year Estimates. Table S2402: Occupation By Sex And Median Earnings in the Past 12 Months (In 2011 Inflation-Adjusted Dollars) For The Full-time, Year-Round Civilian Employed Population 16 Years And Over).

Figure 27  
**California Companies Self-Reported Female Workforce<sup>47</sup>**



Source: Fortune 2014

The growing field of technology offers high pay with generous employee benefits. Women hold a minority of leadership, technical and engineering positions in this industry, even among California companies that have a woman serving as CEO, COO or President (Yahoo, Hewlett-Packard, Facebook and Intel). In 2014, CEO's of California-based technology companies Facebook, Google and Apple all recognized the lack of gender diversity in their workforces and corporate boards.<sup>48</sup> In December 2014, Intel announced a gender diversity initiative to help build a pipeline of female and under-represented engineers and computer scientists, as well as to actively support hiring and retaining more women.<sup>49</sup>

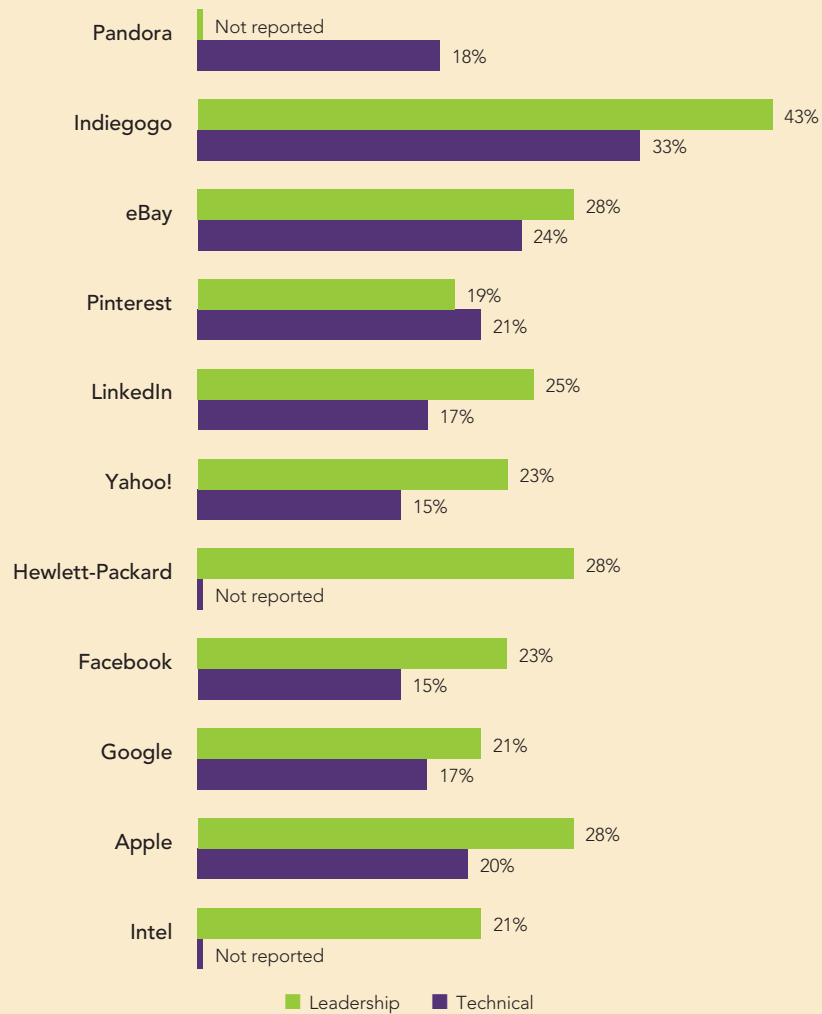
47 Mangalindan, JP. August 29, 2014. *How tech companies compare in employee diversity*. Fortune. <http://fortune.com/2014/08/29/how-tech-companies-compare-in-employee-diversity/>

48 *Ibid.*

49 Reported at <http://www.telegraph.co.uk/technology/ces/11336005/Intel-president-calls-on-Silicon-Valley-to-improve-gender-diversity>. For Intel's diversity vision, see Intel website: [www.intel.com/content/www/us/en/company-overview/diversity-at-intel.html](http://www.intel.com/content/www/us/en/company-overview/diversity-at-intel.html)

Figure 28

### California Companies Self-Reported Technology Workforce: Females in Leadership and Technical Positions



Source: Fortune 2014

Figure 29  
**Top Paying Jobs in California**

| <b>Occupation</b>                         | <b>2014 Median Wage Hourly</b> | <b>2014 Median Wage Annual</b> |
|---|--------------------------------|--------------------------------|
| Astronomers                               | \$76.93                        | \$160,023                      |
| Pediatricians, General                    | \$75.03                        | \$156,067                      |
| Architectural and Engineering Managers    | \$74.08                        | \$154,094                      |
| Computer and Information Systems Managers | \$70.86                        | \$147,384                      |
| Natural Sciences Managers                 | \$70.80                        | \$147,253                      |
| Marketing Managers                        | \$69.20                        | \$143,928                      |
| Lawyers                                   | \$68.45                        | \$142,389                      |
| Dentists, General                         | \$65.60                        | \$136,450                      |
| Pharmacists                               | \$65.42                        | \$136,066                      |
| Dentists, All Specialties                 | \$64.95                        | \$135,104                      |

*Source: State of California, Employment Development Department, 2014*

Overall, California women earn less and have fewer occupational opportunities than men. There are fewer women holding higher-paying jobs, and women are less likely than men to occupy leadership positions where critical decisions are made. There is a parallel between educational studies pursued by women and workforce success in STEM fields: small proportions of women pursue majors and enter jobs in the engineering, physical sciences, computer, and information systems fields.<sup>50</sup>

50 State of California, Employment Development Department. (2014). <http://www.labormarketinfo.edd.ca.gov/OccGuides/HighestPaidOcc.aspx?Geography=0601000000>

# Poverty

California's poverty rate is higher than that of the nation as a whole. Within the last two decades, California poverty levels fell to a low of 12% in 2006 and peaked at 16.9% in 2011. Currently, it remains constant at 16.8%. This amounts to more than 6.3 million Californians with incomes below the federal poverty level.<sup>51</sup>

In California, single-mother families (family households headed by women with no husband present) are more likely than married couple families to live in poverty. Among this population of single mother households, rates of poverty vary depending on the racial or ethnic makeup of the home. Educational attainment is strongly related to poverty in all categories and especially among single mothers.

## Federal Poverty Level

In 2013, the Census Bureau<sup>52</sup> set the federal poverty level (FPL) at:

- \$11,490 for one person
- \$15,510 for two persons in a family/household
- \$19,530 for three persons in a family/household
- \$23,550 for four persons in a family/household

The Census Bureau measures poverty of people against the threshold by computing their pre-tax income; non-cash benefits (e.g., food stamps and housing subsidies) are not counted.<sup>53</sup>

The Census Bureau and the Bureau of Labor Statistics have created a "Supplemental Poverty Measure" (SPM) to account for many of the government programs that help low-income families and individuals and to make geographic adjustments for differences in housing costs.<sup>54</sup> When one includes the measures of poverty and income in the SPM, California is one of 13 states whose poverty rate increases.

For both official and supplemental poverty measures, California's poverty is higher than that of the nation as a whole, regardless of whether it is measured at the official or supplemental levels. When using the SPM to establish the poverty threshold, California's poverty rate increases to 24%.

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51 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table S1701: *Poverty Status in the Past 12 Months*. <http://factfinder2.census.gov>

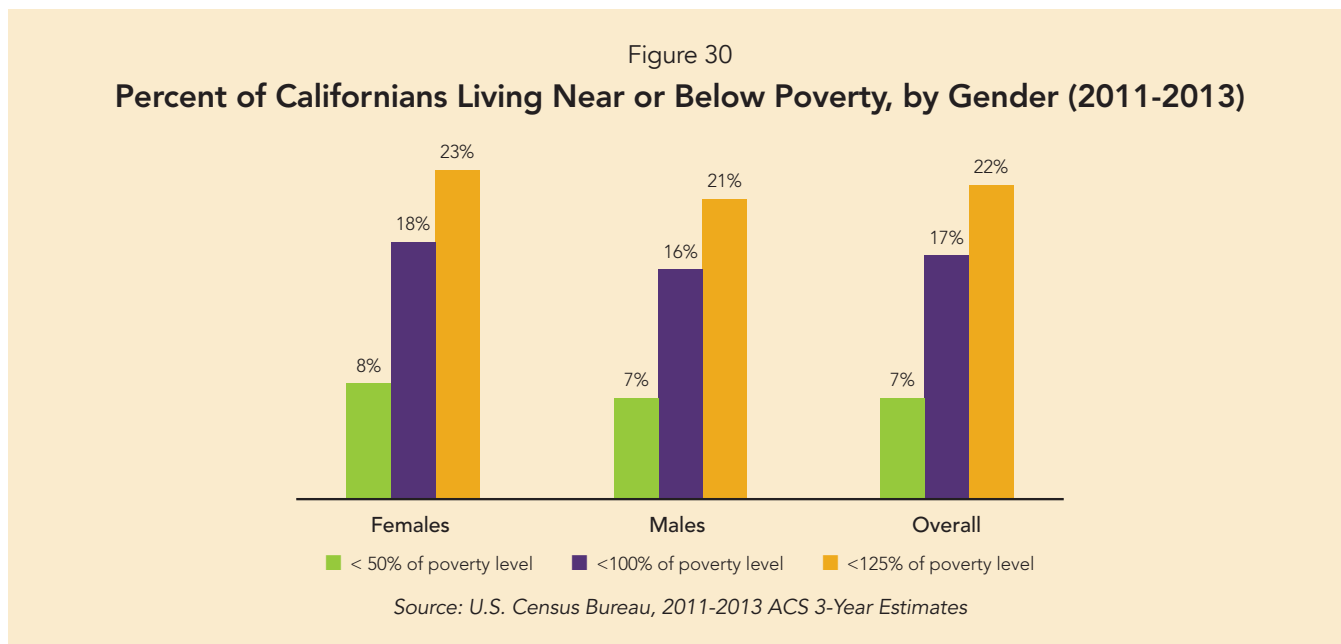
52 *Federal Register*, Vol. 78, No. 16, January 24, 2013, pp. 5182-5183 <http://www.gpo.gov/fdsys/pkg/FR-2013-01-24/pdf/2013-01422.pdf>

53 "How the Census Bureau Measures Poverty," US Census Bureau; see this site for additional details on establishing income. [www.census.gov/hhes/www/poverty/about/overview/measure.html](http://www.census.gov/hhes/www/poverty/about/overview/measure.html)

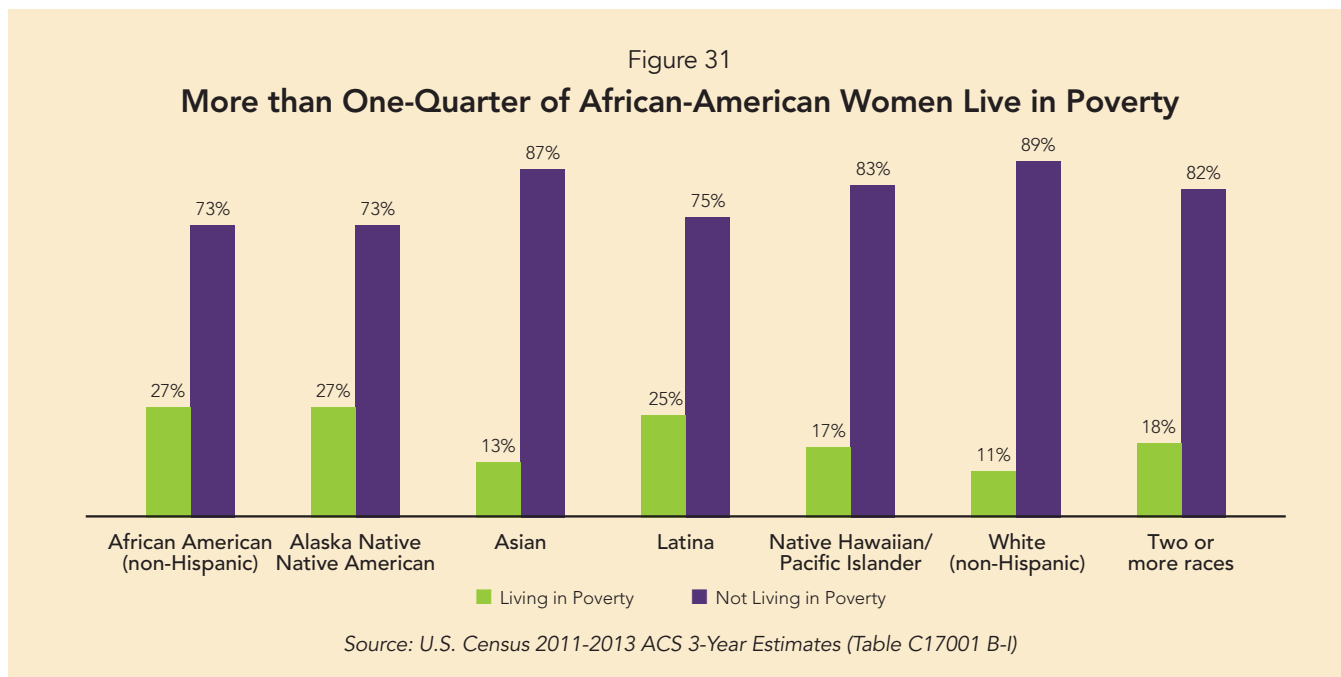
54 Kathleen Short, "The Supplemental Poverty Measure: 2013," *Current Population Reports* Washington, DC: (Table 4: *Number and Percentage of People in Poverty by State Using 3-Year Average Over 2011, 2012, and 2013*). U.S. Census Bureau, October 2014, 9. <http://www.census.gov/content/dam/Census/library/publications/2014/demo/p60-251.pdf>

## Poverty and Women

California women are more likely than men to live in poverty (18% to 16%) and to live in extreme poverty with income less than 50% of the federal poverty level (8% to 7%).<sup>55</sup>



There is a greater inequality, with respect to poverty levels among women across ethnic groups, than that between women and men.<sup>56</sup>



55 U.S. Census, 2011–2013 ACS 3-Year Estimates. Table S1703: *Selected Characteristics of People at Specified Levels of Poverty in the Past 12 Months*. <http://factfinder2.census.gov/>

56 U.S. Census, 2011–2013 ACS 3-Year Estimates. Table C17001 B-I: *Poverty Status in the Past 12 Months by Sex by Age* for ethnicities/races listed. <http://factfinder2.census.gov/>

While the average of all California women living below the poverty level is 18%, at least one out of every four African-American women (27%), Alaska Native/Native American females (27%) and Latinas (25%) who reside in California live in poverty.

## Poverty and Single Mothers

Among families with children in California, single mothers are most likely to live in poverty.<sup>57</sup>

Figure 32  
**Percentage of Families in California with Income Below Poverty Level**

|  | 2009       | 2010       | 2011       | 2012       | 2013       |
|--|------------|------------|------------|------------|------------|
| <b>All families</b>  | <b>11%</b> | <b>12%</b> | <b>12%</b> | <b>13%</b> | <b>13%</b> |
| With related children <18 yr   | 16%        | 18%        | 19%        | 19%        | 19%        |
| With related children <5 yr  | 14%        | 16%        | 17%        | 17%        | 17%        |
| <b>Married couple families</b>   | <b>6%</b>  | <b>7%</b>  | <b>8%</b>  | <b>8%</b>  | <b>8%</b>  |
| With related children <18 yr   | 9%         | 11%        | 11%        | 11%        | 11%        |
| With related children <5 yr  | 7%         | 8%         | 8%         | 7%         | 8%         |
| <b>Families with female householder, no husband present (single mother households)</b> | <b>25%</b> | <b>26%</b> | <b>28%</b> | <b>29%</b> | <b>29%</b> |
| With related children <18 yr   | 34%        | 35%        | 37%        | 39%        | 39%        |
| With related children <5 yr  | 36%        | 39%        | 41%        | 44%        | 41%        |

*Source: U.S. Census Comparative Economic Characteristics, 2013 ACS 1-Year Estimates*

In California, single-mother families (family households headed by women with no husband present) are more likely than married-couple families to live in poverty (29% to 8%). This is particularly true if the households have children under the age of 18 and even more likely when the children are under 5 years of age.

Consistent with overall poverty rates for California women, there is variation in the poverty rates of single mothers across racial or ethnic groups.<sup>58</sup>

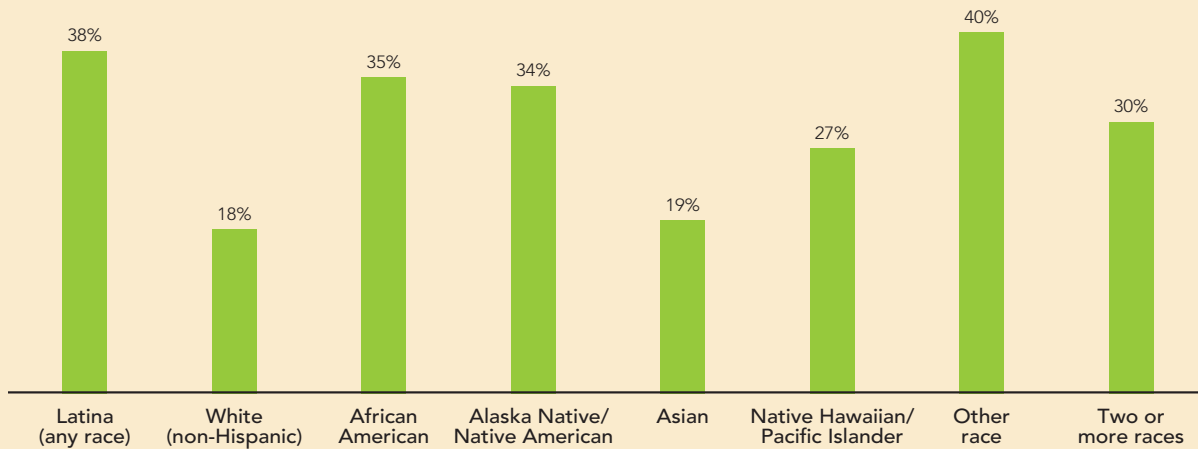
57 U.S. Census, 2013 ACS 1-Year Estimates. Table CP03: *Comparative Economic Characteristics: Percentage of Families in California with Income Below Poverty Level in the Past 12 Months* <http://factfinder2.census.gov/>

58 U.S. Census, 2011–2013 ACS 3-Year Estimates. Table S1702: *Poverty Status in the past 12 Months of Families* <http://factfinder2.census.gov/>



Figure 33

### Nearly 40% of Latinas who are Single Mothers Live in Poverty



Source: U.S. Census 2011-2013 ACS 3-Year Estimates

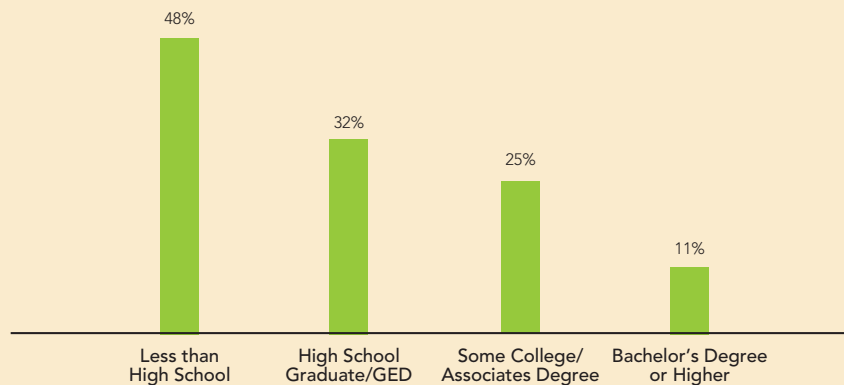
In California, the poverty rates for single mothers are highest for Latinas at 38%, followed by African Americans at 35% and Alaska Native/Native Americans at 34%. The rates for white and Asian women are about 18%, while the numbers for multiracial or “other races” are 30% and 40%, respectively.

## Poverty and Education

Education functions as one of the preventive factors against poverty across all family types. The percentage of families living in poverty (below the FPL) drastically decreases when the head of the family has a minimum of a high school degree or equivalent (GED).<sup>59</sup>

Figure 34

### Nearly Half of Single Mothers Living in Poverty Have Less Than a High School Education



Note: “Female Householder, no husband present” is the U.S. Census category for single mother family  
Source: U.S. Census 2011-2013 ACS 3-Year Estimates

59 U.S. Census, 2011–2013 ACS 3-Year Estimates. Table S1702: Poverty Status in the Past 12 Months of Families) <http://factfinder2.census.gov>

As the educational level of the head of household increases from high school to college graduation, the percentages of all families living in poverty decreases. For single mothers, the economic hardship is particularly high for those without a high school degree (48% living in poverty). In addition, although the percentage of those living in poverty decreases with greater educational attainment, single mothers are more likely to live in poverty compared to all other family types.

## Economic Inequality

Coupled with California's higher-than-average poverty rate, there exists a wide gap between residents with respect to income. There are a number of different ways to measure economic inequality, but one such measure is the P90/10 index (which measures the ratio of household income of Californians earning at the 90<sup>th</sup> percentile to those earning at the 10<sup>th</sup> percentile). The larger the ratio, the greater the earning inequality. Using this measure, California ranks eighth in income inequality among the states. In California, household income at the 90<sup>th</sup> percentile is 11 times greater than income at the 10<sup>th</sup> percentile.<sup>60</sup>

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60 Daniel H. Weinberg, "U.S. Neighborhood Income, Inequality in the 2005–2009 Period." (Table 3) *American Community Survey Reports*, Washington, D.C.: U.S. Census Bureau (October 2011) <http://www.census.gov/prod/2011pubs/acs-16.pdf>

# Media

California is one of the largest producers of television shows and films. However, women continue to be underrepresented both behind the camera and as actors — in both film and television. Onscreen, women have fewer speaking parts and lead roles, and are limited in the professional roles they play compared to men. Of the critical behind-the-scenes occupations in the film industry, women occupy fewer than one in five of those roles,<sup>61</sup> serving primarily as producers.<sup>62</sup> Women fare slightly better in the television industry, holding 27% of the behind-the-scenes occupations in 2013.<sup>63</sup>

## Women Behind the Scenes

### FILM

The dearth of women behind the scenes in filmmaking is a global phenomenon, with fewer than one-quarter of all content-creating positions held by women.<sup>64</sup>



The percentage of women in key behind-the-scenes occupations in the U.S. film industry has either held steady or declined slightly over the past 16 years, with women holding roughly 16% of the key positions in making the top 250 films of 2013.<sup>65</sup> In feature-length independent filmmaking, women comprised 26% of individuals working in key behind-the-scenes roles in films screening at high-profile U.S. film festivals in 2013-14.<sup>66</sup>

61 Key positions include directors, writers, executive producers, producers, editors, and cinematographers.

62 Lauzen, Martha M. *The Celluloid Ceiling: Behind the Scenes Employment of Women on the Top 250 Films of 2013*. Center for the Study of Women in Television and Film, San Diego State University San Diego, CA. <http://Womenintvfilm.sdsu.edu/>

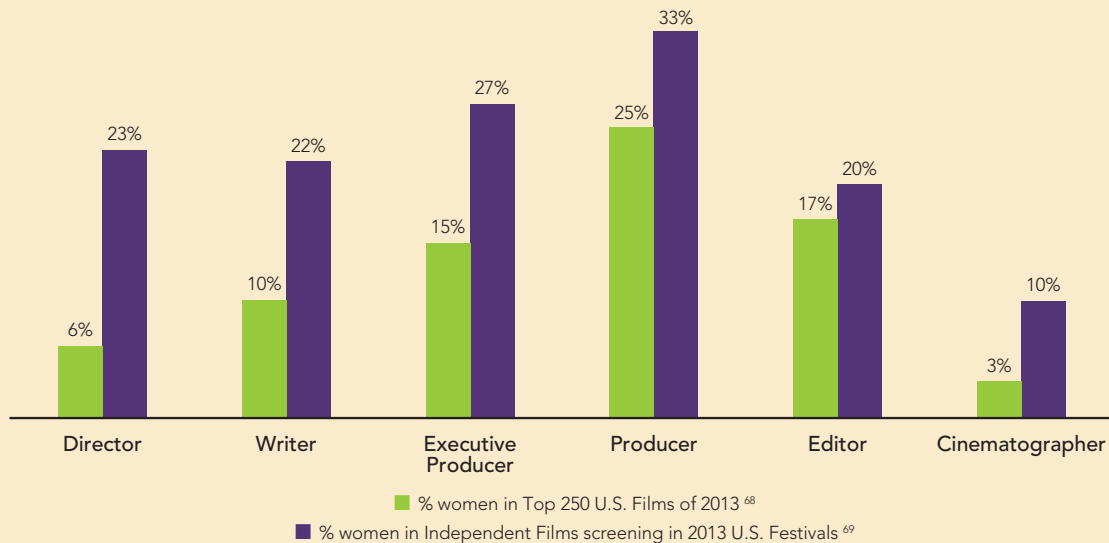
63 Lauzen, Martha M. *Boxed In: Employment of Behind-the-Scenes and On-Screen Women in 2013-14 Prime-time Television*. <http://Womenintvfilm.sdsu.edu/>

64 Smith, Stacy L., Marc Choueiti, and Katherine Pieper., *Gender Bias without Borders* (2014). A study commissioned by the Geena Davis Institute on Gender in Media. [www.annenberg.usc.edu/](http://www.annenberg.usc.edu/)

65 Lauzen, Martha M., *The Celluloid Ceiling: Behind the Scenes Employment of Women on the Top 250 Films of 2013*. Center for the Study of Women in Television and Film, San Diego State University, San Diego, CA. <http://Womenintvfilm.sdsu.edu/>

66 Lauzen, Martha M. *Independent Women: Behind-the-Scenes Employment on Festival Films in 2013-14*. (2014). Center for the Study of Women in Television and Film, San Diego State University, San Diego, CA. <http://womenintvfilm.sdsu.edu>

Figure 35  
**Women Behind-the-Scenes in Films**



Note: Submissions of documentaries and narratives for 23 U.S. film festivals screening from May 2013-April 2014 were examined; please see original report for a list of festivals by name.  
 Source: Center for the Study of Women and Television and Film, San Diego State University

The role employing the greatest proportion of women in filmmaking is that of producer. One in four producers (25%) of the top films in 2013 were women. One in three of all producers (33%) of feature-length documentaries/narratives that aired at major U.S. film festivals in 2013-14 were women.

A study of feature-length U.S. films at the Sundance Film Festival over the 11-year period from 2002-2012 revealed that women in all key roles behind the scenes were better represented in documentary filmmaking than in the narrative film category.<sup>69</sup>

## TELEVISION

The percentage of women in key behind-the-scenes positions in the television industry has slightly increased over the past 16 years: in 2013-14, 27% of those in key positions on broadcast network programs are women, compared to 21% in 1997-98. When cable and Netflix programming is added to the broadcast programming, 25% of those in key behind-the-scenes roles in 2013-14 are women.<sup>70</sup>

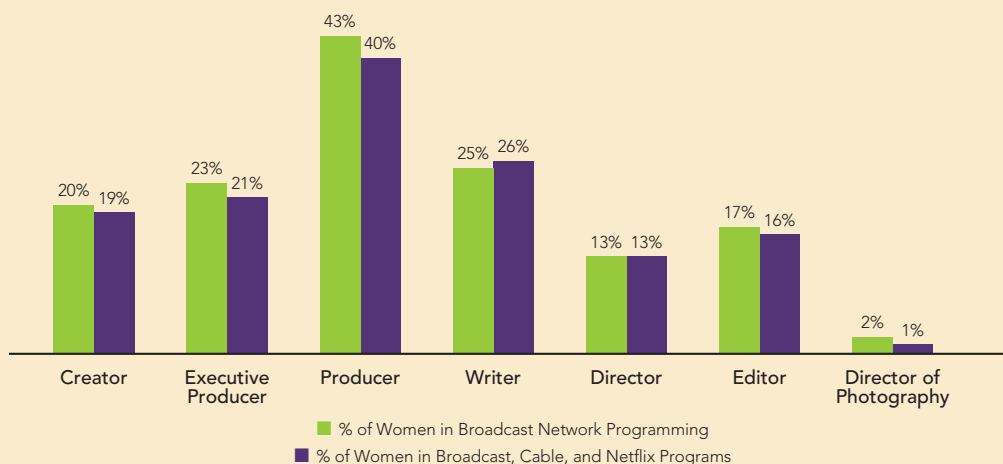
67 Lauzen, *The Celluloid Ceiling: Behind the Scenes Employment of Women on the Top 250 Films of 2013*

68 Lauzen, *Independent Women: Behind-the-Scenes Employment on Festival Films in 2013-14*

69 Smith, Stacy L, Katherine Pieper, and Marc Choueiti. *Exploring the Barriers and Opportunities for Independent Women Filmmakers*, Sundance Institute and Women in Film Los Angeles, Women Filmmakers Initiative (2013). [www.annenberg.usc.edu/](http://www.annenberg.usc.edu/)

70 Lauzen, Martha M. (2014). *Boxed In: Employment of Behind-the-Scenes and On-Screen Women in 2013-14 Prime-time Television*. Center for the Study of Women in Television and Film, San Diego State University, San Diego, CA. <http://Womenintvfilm.sdsu.edu/>

Figure 36  
**Women Behind-the-Scenes in Television**



Note: Broadcast networks include ABC, CBS, Fox, CW, and NBC; Broadcast, cable, and Netflix Programs include A&E, AMC, FX, History, TNT, USA, HBO, Showtime—and Netflix. The data are based on one randomly selected episode of every series during the 2013-14 season.  
 Source: Center for the Study of Women in Television and Film, San Diego State University

Again, the major behind-the-scenes role played by women in television is that of producer; women are least represented among directors of photography.

## Onscreen Roles of Women

### FILM

A 2014 study of international films from 11 countries showed that less than 25% featured a female in the lead or co-lead role.<sup>71</sup> Less than a third (31%) of all speaking characters in the films included in the study are female. Both the U.K. and Brazilian films featured over 37% female characters, while 25% of characters in Indian films were female. In films that portrayed working characters, 23% were women and fewer than 15% of professional leaders (business executives, political figures, or STEM employees) were women.

An extensive study of the 129 top-grossing U.S. films rated G, PG and PG-13 released in theaters from 2006-2011 showed that less than 30% of all on-screen speaking characters were girls or women and that two females for every five males appear on screen.<sup>72</sup>

### TELEVISION

In 2013-14 prime-time U.S. broadcast network programs, 42% of all speaking characters and 42% of major characters were female, an increase of 3 percent from 1997-98. Females comprised 46% of characters on situation comedies, 44% of characters on reality programs, and 39% of characters on dramas.<sup>73</sup> Nearly three-quarters of all female characters are white.

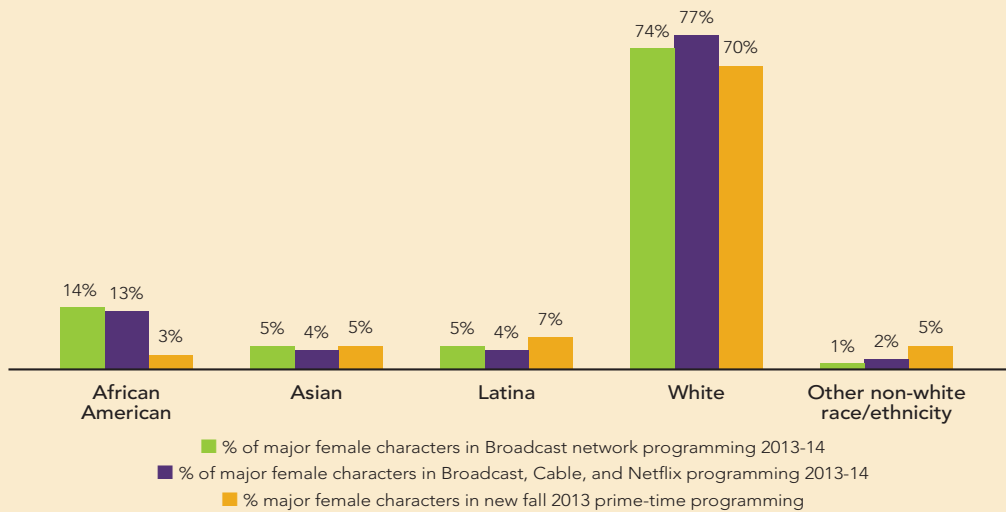
71 Smith, Stacy L, Marc Choueiti, and Katherine Pieper, *Gender Bias without Borders: An investigation of female characters in popular films across 11 countries*. (2014) Geena Davis Institute on Gender in Media. Media, Diversity, and Social Change Initiative, USC Annenberg. [www.annenberg.usc.edu/](http://www.annenberg.usc.edu/)

72 Smith, Stacy L., *Gender Roles and Occupations*, Annenberg School for Communication and Journalism, University of Southern California. <http://annenberg.usc.edu/> or <http://seejane.org/wp-content/uploads/full-study-gender-roles-and-occupations-v2.pdf>

73 Lauzen, Martha M.. *Boxed In: Employment of Behind-the-Scenes and On-Screen Women in 2013-14 Prime-time Television*. Center for the Study of Women in Television and Film, San Diego State University San Diego, CA. <http://Womenintvfilm.sdsu.edu/>

Figure 37

### Nearly 75% of all Female Characters are White



Source: Center for Study of Women in Television and Film, San Diego State University; fall 2013 new prime-time programming: Mount Saint Mary's University, Haldeman (2014).

These numbers are consistent with a study of new television programs airing in prime time in fall 2013, which revealed that 44% of leading actors were female and 50% of supporting actors were female characters.<sup>74</sup>

In 2013-14 prime-time television, female characters tend to be younger than male characters.<sup>75</sup>

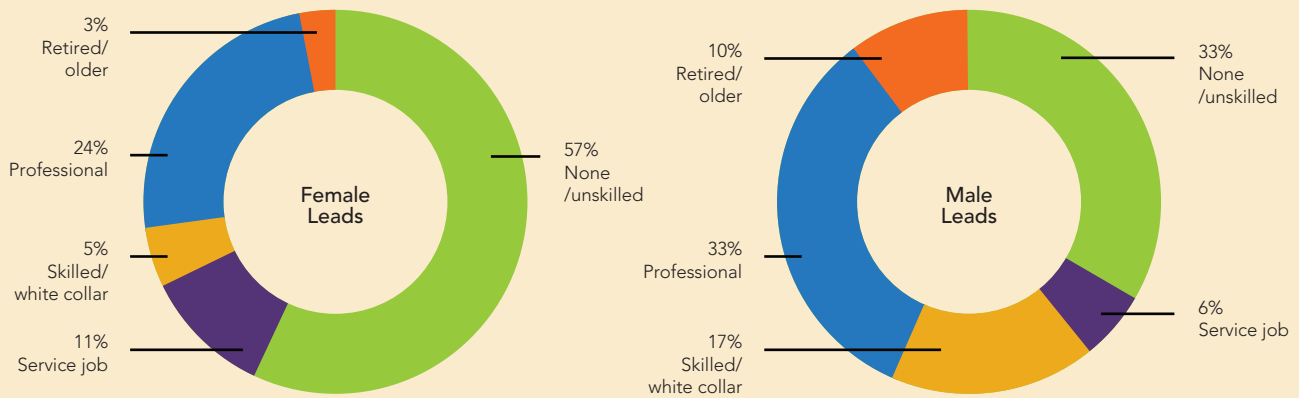
Generally, females are not portrayed in career roles or at work; when their working status is known, they have rarely been depicted as professionals or leaders.

74 Haldeman, Pam (2013). Fall 2013 Snapshot of New Television Programs on Broadcast Networks and Selected Cable Channels, Mount Saint Mary's University, Los Angeles. The study, by the Geena Davis Institute on Gender in Media at Mount Saint Mary's University, is limited to 29 new television programs of fall 2013 that aired during prime time (8-11 pm) and on one of the following networks and channels: NBC, CBS, ABC, FOX, CW, ABC Family, Disney, and Nickelodeon.

75 Lauzen, Martha M. *Boxed In: Employment of Behind-the-Scenes and On-Screen Women in 2013-14 Prime-time Television*. Center for the Study of Women in Television and Film, San Diego State University San Diego, CA. <http://Womenintvfilm.sdsu.edu/>

Figure 38

**More Than Half of Female TV Leads Portrayed as Unskilled/Having no Jobs<sup>76</sup>**



Source: Haldeman (2013)

In 2013, new prime-time television programming, more than half of the female lead characters in the study were portrayed as unskilled or having no jobs; a third of the male characters were represented in this category. In contrast, slightly less than a quarter of women were portrayed as professional, while a third of the male roles portrayed males in professional roles. This gap has narrowed somewhat relative to fall 2012 data reported for *all* primetime programs from 30% fewer women in professional roles to 11% fewer women represented in *new* fall 2013 programming.

Over the period from 2006-2011, the 129 top grossing family-oriented films (rated G,PG and PG-13) showed that females are still more likely than males to be depicted as:

- Caregivers
- Romantically involved
- Obsessed with physical appearance

Females are less likely than males to be portrayed as employed and holding positions in politics, the financial sector and in legal occupations.<sup>77</sup>

## Onscreen Characters as Role Models

Equally important, if not more, than the behind-the-scenes work may be the media representation of women onscreen. Media images can powerfully influence how society views women and how women themselves view females, if girls look to female actors and the roles they play as aspirational role models. Focusing on family films from 2006-2011, fewer than 5% of corporate executives, investors, high-level politicians, doctors, etc. were female.<sup>78</sup>

76 Five categories of occupations for women were identified for the purposes of Haldeman's study:  
 1. None/unskilled—characters who demonstrated no occupation, attended school, or had an unskilled occupation.  
 2. Service sector—characters who worked as waitress/waiter or clerk.  
 3. Skilled/white collar—characters who work in an office setting.  
 4. Professional—occupations requiring advanced education, high levels of leadership skills, power and influence.  
 5. Retired or older.

77 Smith, Stacy L., Marc Choueiti, Ashley Prescott, and Katherine Pieper, (2012). *Gender Roles and Occupations: A Look at Character Attributes and Job-Related Aspirations in Film and Television.*, Annenberg School for Communication and Journalism, University of Southern California. <http://annenberg.usc.edu/> Full report can be accessed at <http://seejane.org>

78 *Ibid.*

While it's not clear how strongly film or television portrayals of women impacts career aspirations of young girls, one recent study suggests that very few professional women have made their career choice as a result of media images.<sup>79</sup> In-depth interviews with 28 professional women (29-68 years of age) and questionnaires to an additional 24 professional women revealed that among the 52 women in the study, only 8% were inspired in any way by television or film to consider a professional career in STEM fields, business management, or higher education.

The overwhelming majority of respondents (92%) decided upon their eventual career much later in life than in childhood. These women learned about and were inspired by their high school counselors in some cases, family members, or college professors who encouraged them to think creatively about their professional futures. Media served very little role in this decision-making process, more than likely because so few professional women are represented in the media.

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79 Haldeman, P. *et al*, Gender and Media Program, Mount Saint Mary's University. (December 2014). In preparation, Los Angeles, CA

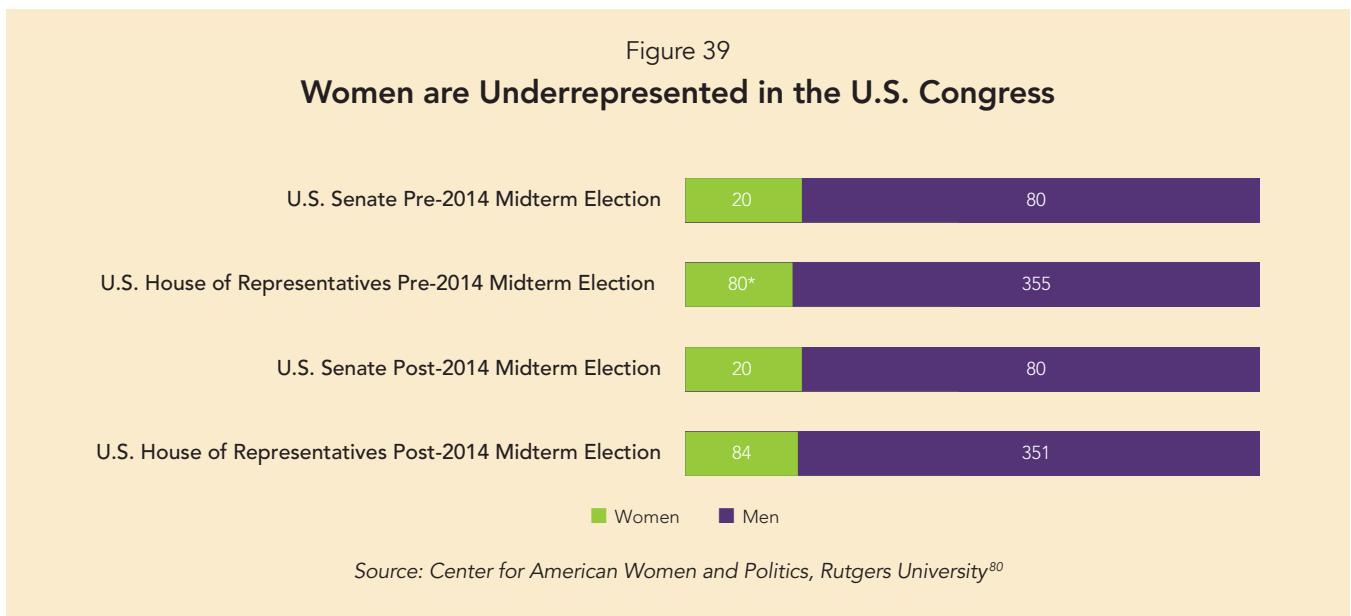


# Political Representation

While women continue to make gains in political representation at the national level, California has seen a decline. A record-breaking number of women will serve in the 114<sup>th</sup> U.S. Congress. In contrast, the California legislature will have the fewest number of women serving since 1998. At the local level, women continue to be underrepresented. Only in membership on school boards have women reached anywhere near parity in political representation.

## National Representation

For the first time in American history, the number of women in Congress will exceed 100. This includes Senator Diane Feinstein, Senator Barbara Boxer and 19 congressional representatives from California. However, these numbers show that only 19 of 53 members of the House from California were women. Following the 2014 midterm election, California sent one additional woman to Washington, D.C.



\* As a result of a special election, Alma Adams (D-NC) became the 100<sup>th</sup> woman in the current Congress and the 8<sup>th</sup> woman in the House of Representatives when she took office on November 12, 2014; she was simultaneously elected to a full term beginning in January 2015.

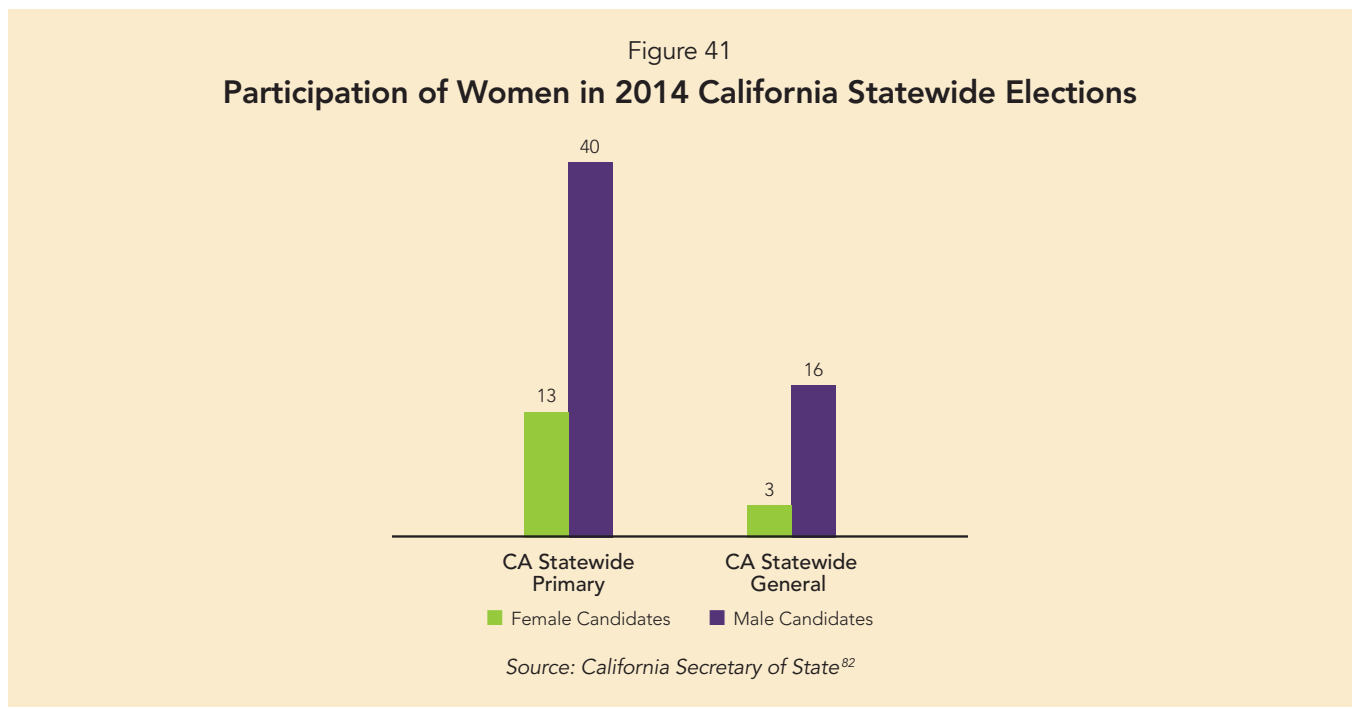
80 Center for American Women and Politics, Rutgers University 2014. Pre-election: [http://www.cawp.rutgers.edu/fast\\_facts/levels\\_of\\_office/documents/house.pdf](http://www.cawp.rutgers.edu/fast_facts/levels_of_office/documents/house.pdf) Post election: "Election 2014: Women Candidates for U.S. Congress and Statewide Elected Executive Office" [http://www.cawp.rutgers.edu/fast\\_facts/elections/candidates\\_2014.php](http://www.cawp.rutgers.edu/fast_facts/elections/candidates_2014.php)

## State Representation

In 2014, half the California State Senate (all even-numbered districts) and all members of the California State Assembly were up for reelection. Post-election, women continue to be underrepresented at all levels of state government. In 2014, California was ranked 17th among the states in women's representation in state legislatures.<sup>81</sup>

### STATEWIDE ELECTIONS

While women and girls make up half of the state's population, the 2014 California election data show that male candidates outnumber women in both the primary and general elections. California uses the Top Two Candidate Open Primary system, where candidates of all parties are listed on the ballot and the top two vote-getters advance to the general election in November. In 2014, 13 women ran for statewide executive office in the primary, but only three were listed in the general election.

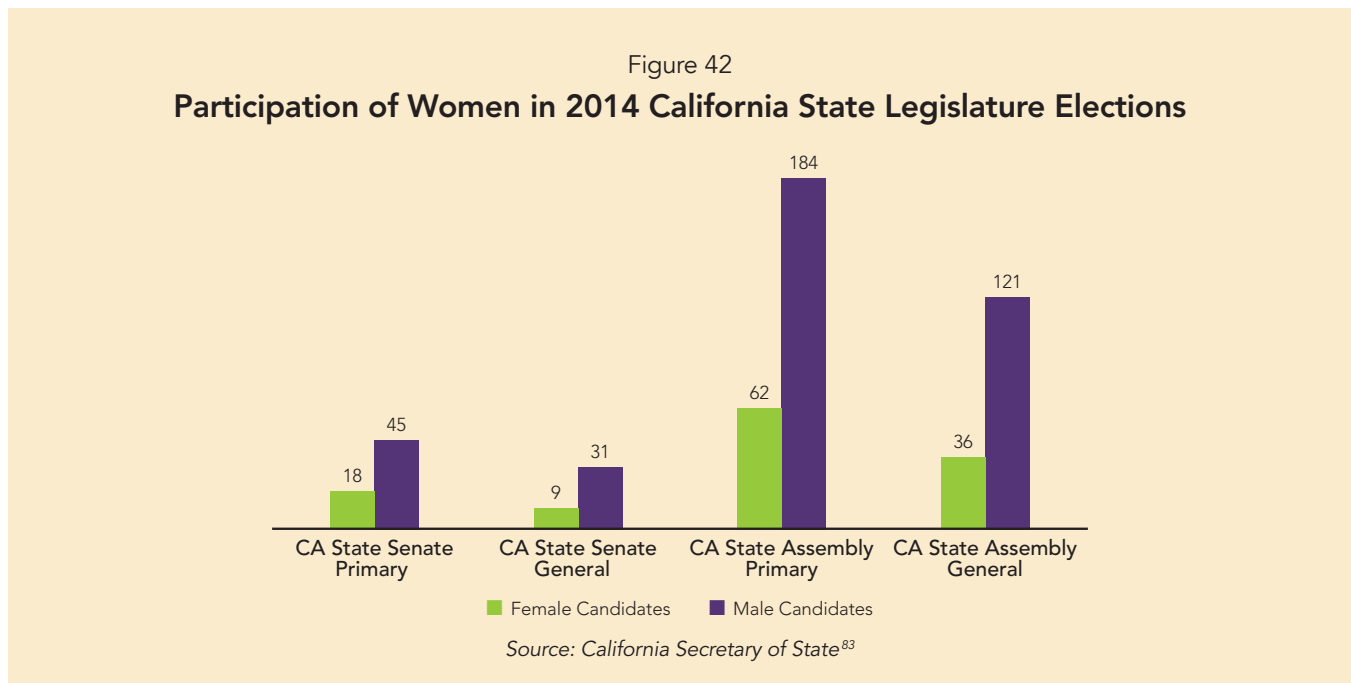


In the primary election, 25% (13 out of 53 total) of all statewide candidates were women; in the general election, 16% (3 out of 19 total) of all statewide candidates were women. Women were elected in roughly the same proportion as they were candidates for election, currently holding two of the eight (25%) elected statewide positions.

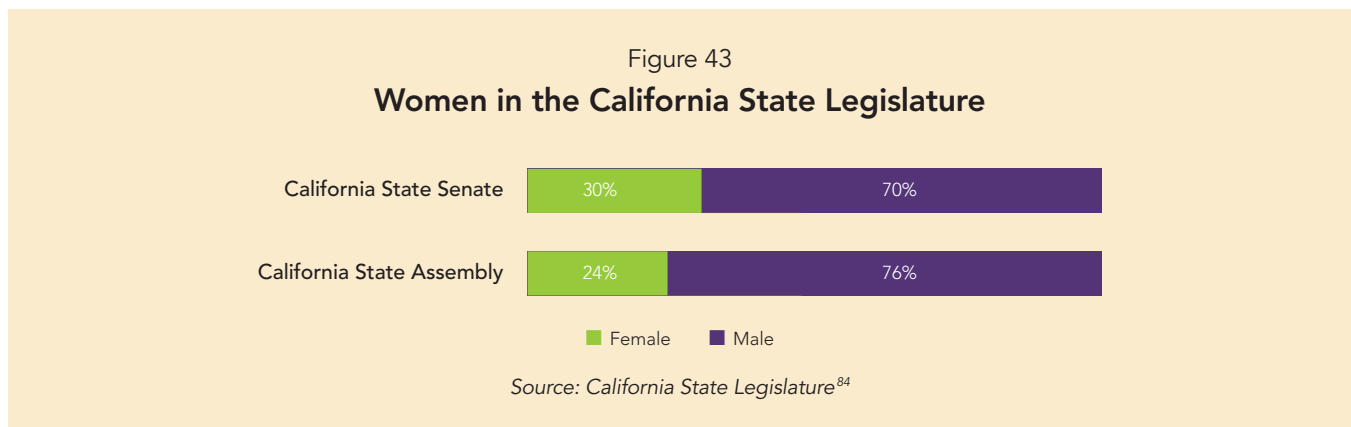
81 Center for American Women and Politics, Rutgers University 2014. <http://www.cawp.rutgers.edu>

82 California Secretary of State Deborah Bowen. "Statement of Vote: June 3, 2014, Primary Election" and California Secretary of State Deborah Bowen. "Statement of Vote: November 4, 2014, General Election." Accessed from: <http://www.sos.ca.gov/elections/prior-elections/statewide-election-results/>

CALIFORNIA LEGISLATURE ELECTIONS



In general, women are elected to office in roughly the same proportion in which they are candidates. In the California legislature election, women represented 23% to 29% of the candidates in both the primary and general elections. Women won five of the 20 (25%) California State Senate races and 19 of the 80 (24%) State Assembly seats.

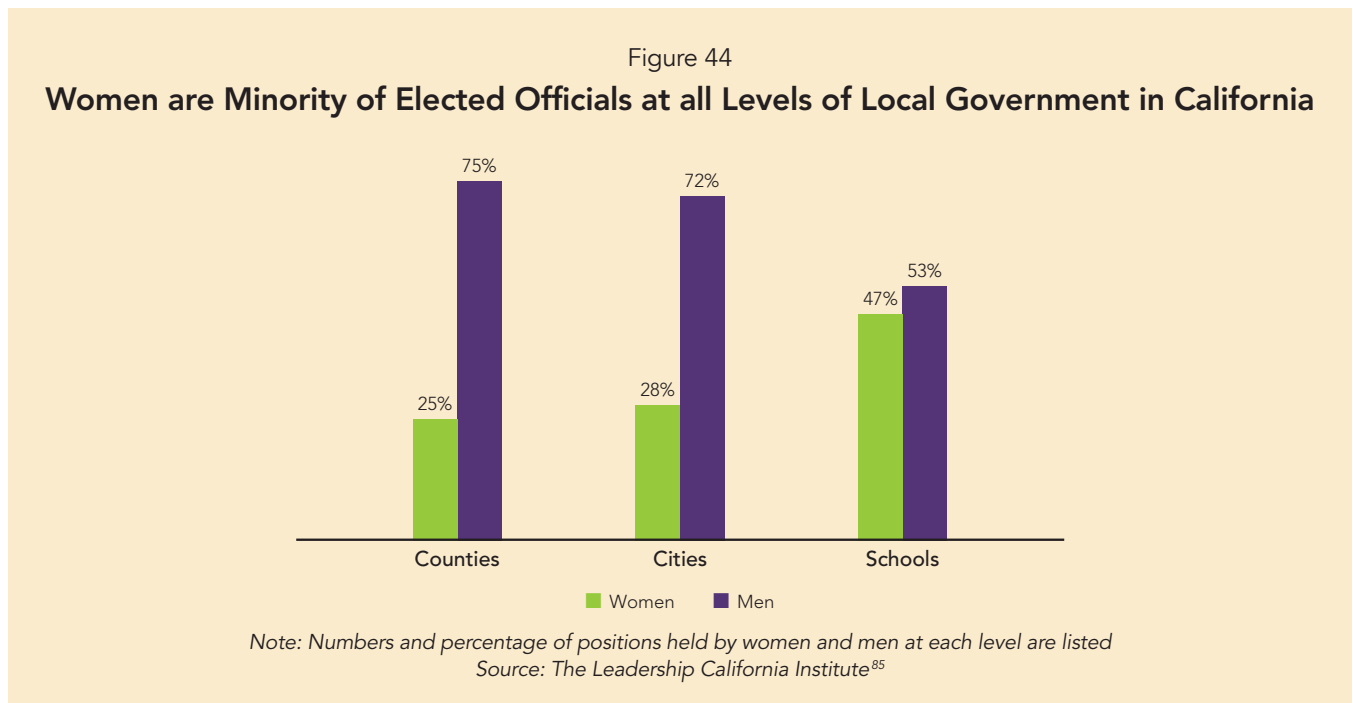


Following the 2014 election, the California legislature has the fewest number of women since 1998. The record for women’s representation in the California Assembly was 25 female assemblymembers in 2005-06, compared to 19 following the 2014 midterm election. The record for women’s representation in the California Senate was 13 female senators, compared to 12 following the 2014 midterm election. Fewer women than men run for office in statewide and legislative primaries, meaning that fewer women have an opportunity to advance to the general election and win public office.

83 *Ibid.*

84 California State Legislature 2014. Accessed at: [http://www.legislature.ca.gov/legislators\\_and\\_districts/legislators/your\\_legislator.html](http://www.legislature.ca.gov/legislators_and_districts/legislators/your_legislator.html)

## Local Representation



As of June 3, 2014, in California's 58 counties, women comprise just 25% of all county board supervisors. In the state's 482 cities, women hold 28% of all city council seats. California public school boards have come closest to achieving gender parity, with 47% of all school board members being women.<sup>86</sup>

85 The Leadership California Institute. Women 2014: An Examination of the Status of Women in California State and Local Government. Accessed at: [http://www.leadershipcaliforniainstitute.org/sites/all/files/Women\\_2014.pdf](http://www.leadershipcaliforniainstitute.org/sites/all/files/Women_2014.pdf)

86 *Ibid.*

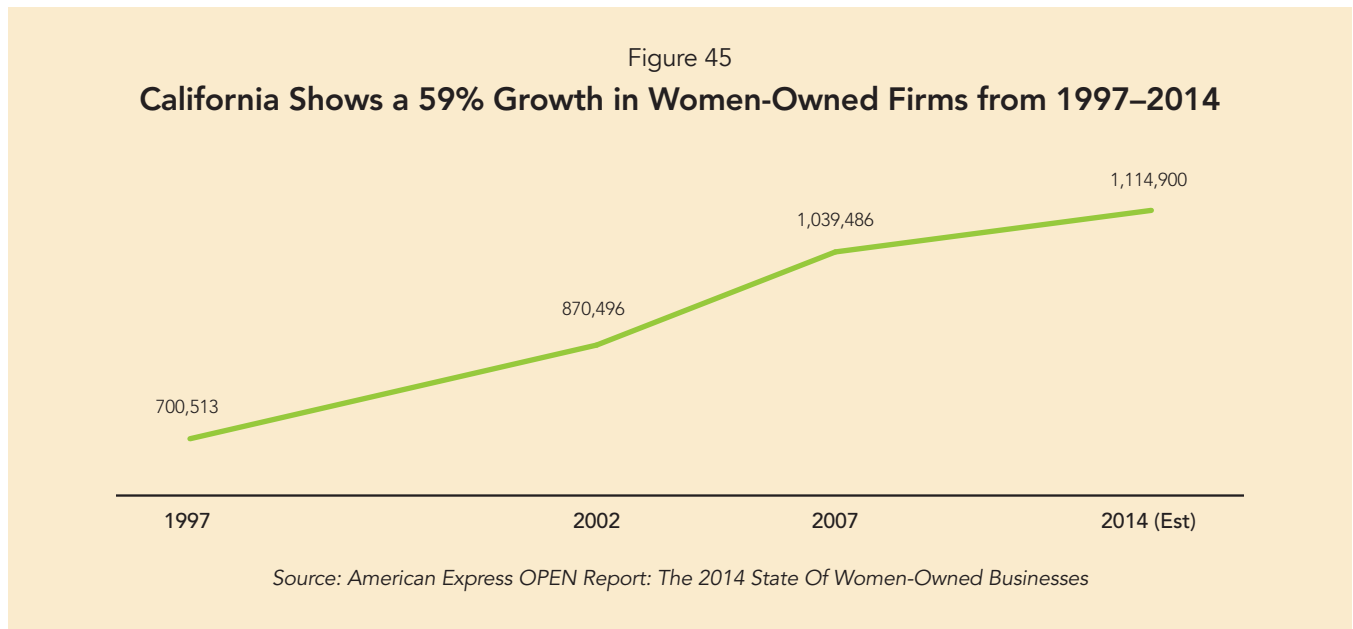
# Business Leadership

California has more women-owned firms than any other state, employing close to 1 million people and generating revenues of almost \$200 billion. Nearly half of those firms are owned by women of color. Women-owned businesses in California and the nation show a higher rate of growth than businesses owned by men. However, today's women-owned businesses account for a small fraction of the employment and revenue in the nation. Women remain underrepresented as directors, executives and CEOs in major corporations. While still low overall, the percentage of women directors in California has grown for three consecutive years.

## Women-Owned Businesses

In 2014, there are an estimated 9.1 million women-owned businesses in the United States. California has more than 1 million women-owned firms, more than any other state.<sup>87</sup>

Several California metropolitan areas have significant numbers of women-owned firms. This includes Los Angeles with 427,800 as the second highest number (behind the New York metropolitan area with 665,700 women-owned firms) and San Francisco placing ninth. Riverside ranks 10th in the nation in terms of the greatest growth in the number, employment and revenues of women-owned firms since 2002.



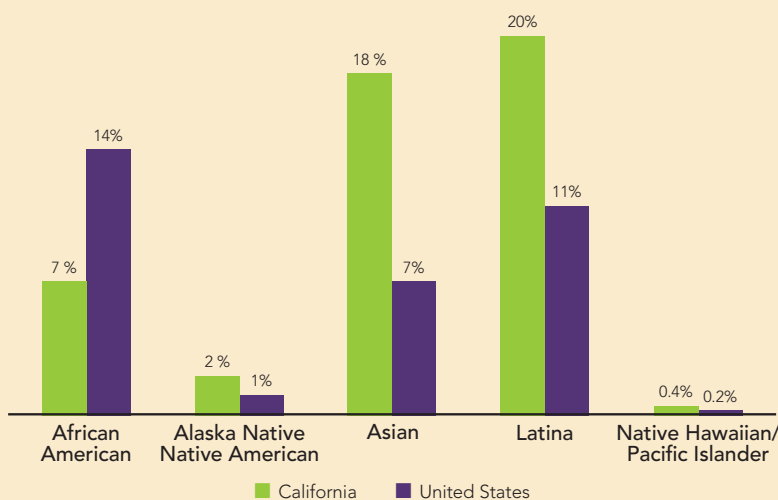
### FIRMS OWNED BY WOMEN OF COLOR

Women of color account for nearly half of the women-owned companies in California (47%). Latinas and Asian women own 38% of these companies; Alaska Native/Native American and Black/African-American women lead 9% of California's women-owned businesses.<sup>88</sup>

<sup>87</sup> American Express OPEN Report: The 2014 State of Women-Owned Businesses. Report can be accessed at [http://www.womenable.com/content/userfiles/2014\\_State\\_of\\_Women-owned\\_Businesses\\_public.pdf](http://www.womenable.com/content/userfiles/2014_State_of_Women-owned_Businesses_public.pdf)

<sup>88</sup> *Ibid.*

Figure 46  
**Women-Owned Firms by Ethnicity and Race, 2014**



Source: American Express OPEN Report: The 2014 State Of Women-Owned Businesses

In terms of businesses owned by women of color:

- Latinas own 20% of California’s women-owned firms and 11% at the national level. The greatest number of Latina-owned firms is located in California (229,500).
- Asian-American women own 18% of California’s women-owned firms and 7% in the nation. The greatest number of Asian-American women-owned firms can be found in California (195,300).
- The greatest number of Alaska Native/Native American women-owned firms is located in California (21,400).
- California is home to 4,600 Native Hawaiian/Pacific Islander women-owned firms.
- African-American women own 7% of California’s women-owned firms. Since 1997, the number of African-American women-owned firms has experienced the greatest percentage increase in growth of any firms owned by women of color. Over this time frame, there was an increase of 144% in the number of firms owned by African-American women and sales revenue of these firms grew by over 500%.

#### SIZE AND REVENUE OF WOMEN-OWNED BUSINESSES<sup>89</sup>

Women-owned businesses are smaller than the U.S. average in terms of employment and revenue. The 9.1 million women-owned businesses in the United States generate more than \$1.4 trillion in revenues, accounting for just over 6% of all business revenues; they employ nearly 7.8 million workers, accounting for 4% of the nation’s workforce. In California, the 1.1 million women-owned businesses employ close to a million people and generate just under \$200 billion in revenue.

<sup>89</sup> *Ibid.*

Figure 47

### Growth Trends in California Women-Owned Businesses, 1997-2014

|                             | 1997          | 2002          | 2007          | 2014 (est)    | %Change 1997-2014 |
|-----------------------------|---------------|---------------|---------------|---------------|-------------------|
| Number of women-owned firms | 700,513       | 870,496       | 1,039,486     | 1,114,900     | 59%               |
| Employment                  | 932,462       | 941,136       | 974,622       | 984,000       | 6%                |
| Sales*                      | \$121 billion | \$138 billion | \$185 billion | \$199 billion | 64%               |

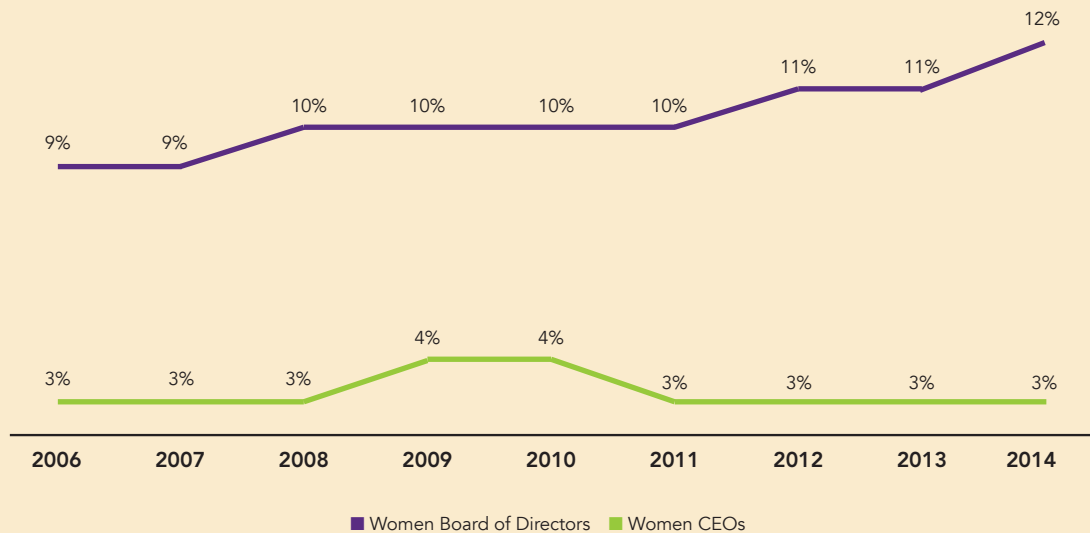
Note: The sales numbers have been rounded off to the nearest billion.  
 California's women-owned businesses in 2014, for example, had sales totaling \$199,173,000,000 (nearly \$200 billion).  
 Source: American Express OPEN Report: The 2014 State Of Women-Owned Businesses

While today's women-owned businesses account for a small fraction of the nation's employment and revenue, they are showing a higher rate of growth in number of firms, employment and revenue than the U.S. average. Between 1997 and 2014, the total number of U.S. firms grew by 47%, while women-owned businesses grew by 68% nationally.<sup>90</sup> Over this same period of time, the number of California's women-owned firms grew in number by 59%. Employment within California's women-owned businesses grew by 6%, while sales revenue grew by 64%. The growth rates in these numbers point to the increasing importance of women-owned businesses in the future economy of the nation and state.

### Representation of Women in Corporations

Figure 48

### Percent of Women Directors and CEOs at California's 400 Largest Public Companies<sup>91</sup>



Note: Percentages are rounded to whole numbers.  
 Source: UC Davis, School of Management and American Express OPEN Report: The 2013 State of Women-Owned Businesses

90 *Ibid.* (p. 2)

91 UC Davis Graduate School of Management in partnership with Watermark "UC Davis Study of California Women Business Leaders" Data taken from Reports of the indicated year. <http://gsm.ucdavis.edu/uc-davis-annual-study-california-women-business-leaders>

The percentage of women who serve as chief executive officers (CEOs) of California's 400 largest public companies has held relatively constant at 3% to 4% since 2006. Only 14 of the 400 (3.5%) companies have a woman serving as CEO, while 50 have a woman serving as chief financial officer (CFO).

Women hold 18% of all board of directors' seats in California, an increase from 17% in 2013.<sup>92</sup> In California's 400 largest public companies, the California Fortune 400, women hold 12% of the more than 3,200 director positions, an increase from 11% in 2013.<sup>93</sup> Approximately 60% of the California Fortune 400 have at least one woman director.

Although still low overall, the percentage of women directors in California has grown for three consecutive years and now stands at an all-time high with just over one out of every eight directors a woman. At the same time, the number of companies who have no women among their directors has dropped. At this rate of growth, it is predicted that women will hold 20% of California Fortune 400 director positions by 2020 and 45% in 2040.<sup>94</sup>

Consolidating the figures for board seats and highest-paid executive positions, women hold 12% of these critical decision-making positions — less than a one-percent increase compared to last year. While no single company has an all-female board and management team, a quarter of the California 400 firms have all males among their directors and highest-paid executives in 2014.<sup>95</sup> Two companies have gender-balanced leadership teams that are 50% women and 50% men.<sup>96</sup>

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92 Kurth, B., 2020 Women on Boards Gender Diversity Index: 2011-2014 Progress of Women Corporate Directors by State, Sector and Size of Company (2014). [www.2020wob.com/sites/default/files/2020GDI-2014Report.pdf](http://www.2020wob.com/sites/default/files/2020GDI-2014Report.pdf)

93 UC Davis Graduate School of Management in partnership with Watermark "UC Davis Study of California Women Business Leaders: A Census of Women Directors and Executive Officers, 2014," [http://gsm.ucdavis.edu/sites/main/files/file-attachments/ucdaviswomenstudy2014\\_full\\_0.pdf](http://gsm.ucdavis.edu/sites/main/files/file-attachments/ucdaviswomenstudy2014_full_0.pdf)

94 *Ibid.*

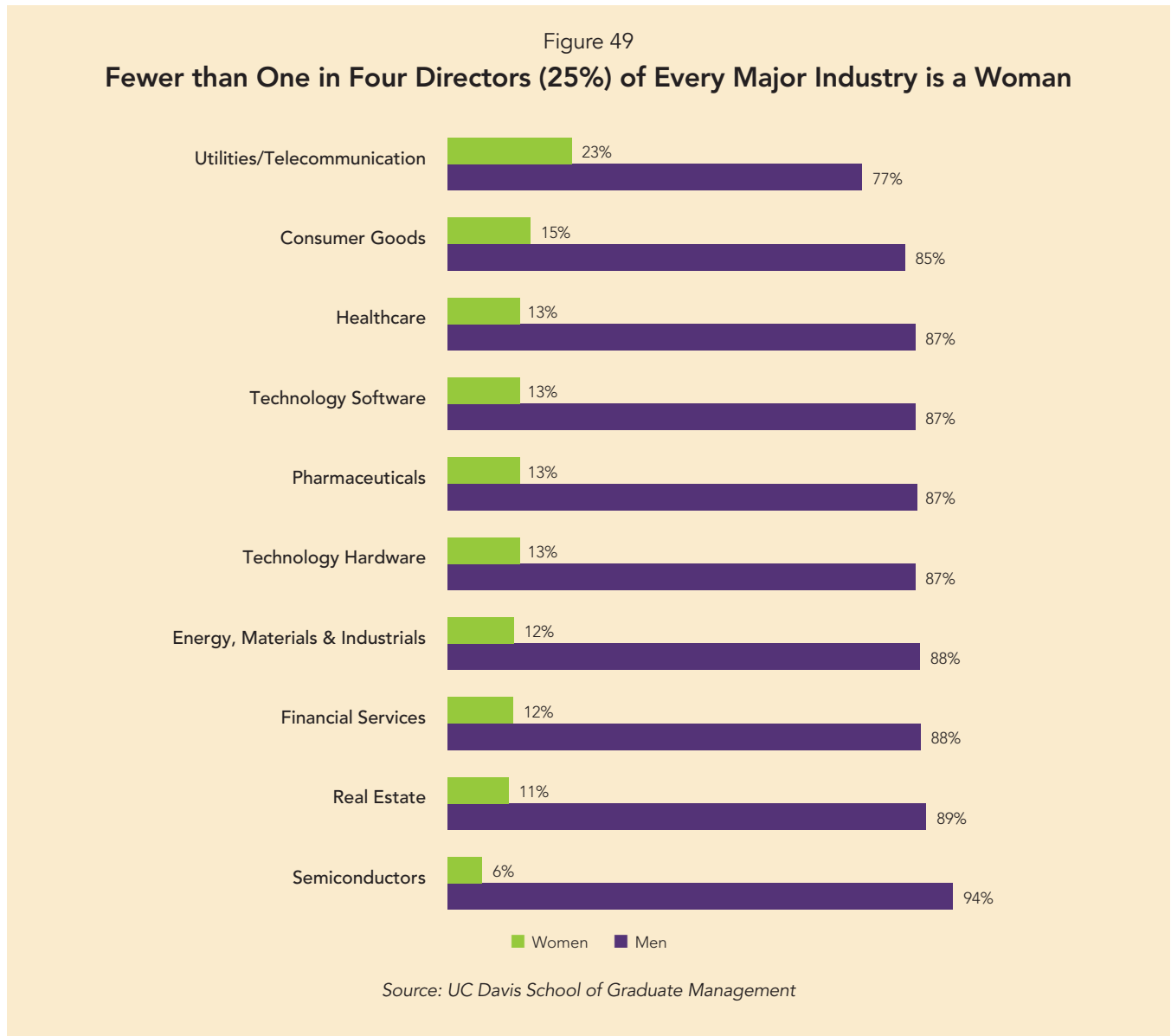
95 UC Davis Graduate School of Management in partnership with Watermark "UC Davis Study of California Women Business Leaders: A Census of Women Directors and Executive Officers, 2014," [http://gsm.ucdavis.edu/sites/main/files/file-attachments/ucdaviswomenstudy2014\\_full\\_0.pdf](http://gsm.ucdavis.edu/sites/main/files/file-attachments/ucdaviswomenstudy2014_full_0.pdf)

96 *Ibid.*



## Women Board Directors by Industry

Women directors in the California 400 are represented unevenly across industries.



For three years in a row, the top two industries with the most women directors are utilities/telecommunications and consumer goods. The semiconductor industry continues to have the fewest women directors.<sup>97</sup> The percentage of directors in 2014 has increased from the prior year in all 10 major industrial sectors, except for financial services and real estate.

97 Ibid. UC Davis Study of California Women Business Leaders, 2013 and 2014

In September 2013, California passed a resolution (SCR-62) to encourage equitable and diverse gender representation on corporate boards by December 2016.<sup>98</sup> This resolution urges every public corporation in California to have at least three women on its board when there are nine or more director seats; when there are five to eight seats, at least two should be held by women; when there are fewer than five seats, at least one should be held by a woman. This resolution advocates for a critical mass of women on all boards, which amounts to at least 20% female representation.

The percentage of companies meeting the SCR-62 goals increased to 16% by the end of December 2013. Of the 63 firms meeting the SCR-62 goals, more than one-third (22, or 35%) are in the technology hardware and software industries. This is despite the fact that women hold only 8.3% of highest-paid executive positions in these industries, combined.<sup>99</sup> Among companies with the most women in key leadership positions, 96% meet the standards of SCR-62, up from 74% last year.

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98 Legislative Counsel of California. (2013). Retrieved from [http://www.leginfo.ca.gov/pub/13-14/bill/sen/sb\\_0051-0100/scr\\_62\\_bill\\_20130920\\_chaptered.htm](http://www.leginfo.ca.gov/pub/13-14/bill/sen/sb_0051-0100/scr_62_bill_20130920_chaptered.htm)

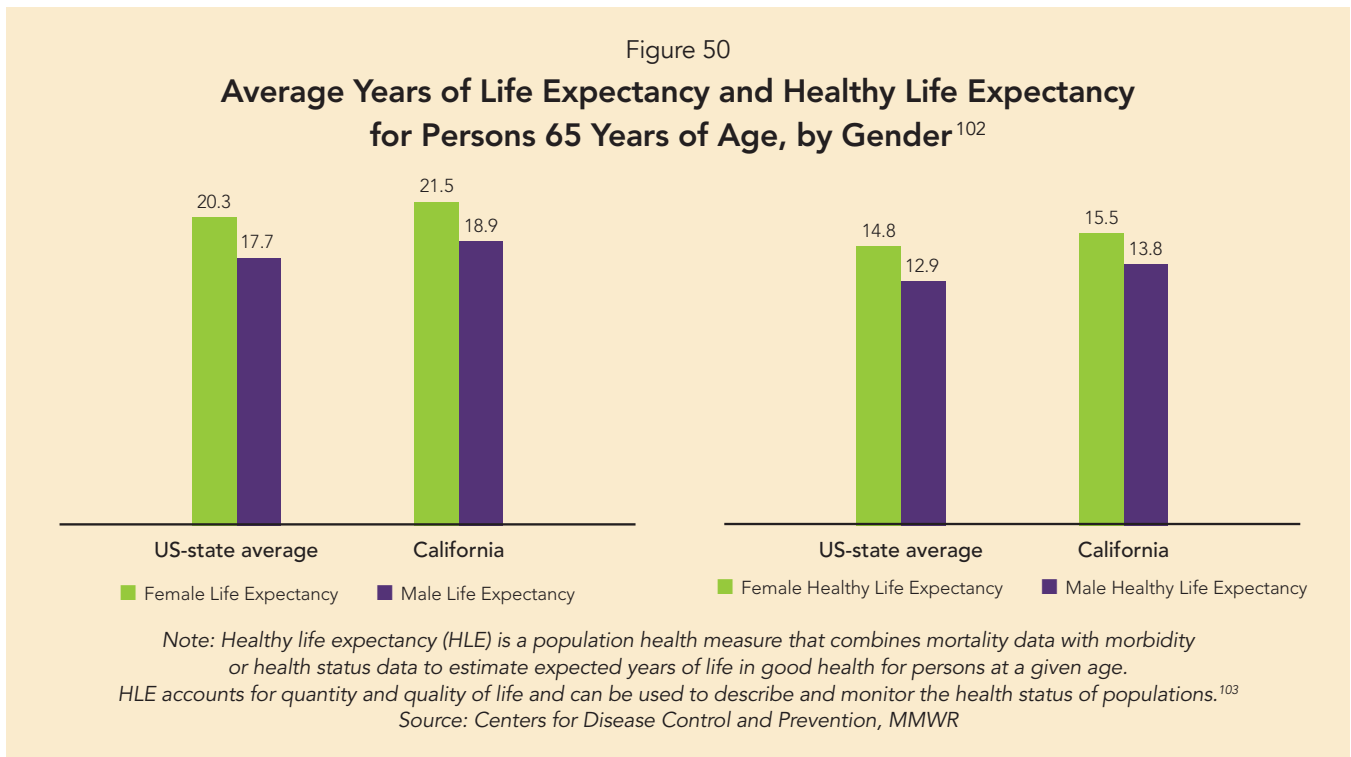
99 *Ibid.*

# Physical Health

Women in California are living longer than their counterparts across the country. Most California women (87%), including insured and uninsured, rate their health as “good,” “very good,” or “excellent.”<sup>100</sup> California women have lower rates of obesity than their male counterparts during adolescence and lower rates of smoking than men (10% and 15%, respectively). However, racial and ethnic disparities persist in indicators of women’s health, including healthy life expectancy, obesity and maternal health.

## Life Expectancy

California women are living longer than their counterparts across the country. Women in the U.S. age 65 have a life expectancy of an additional 20.3 years, with 14.8 of those years being relatively healthy (health life expectancy).<sup>101</sup>



In California, women age 65 years have a life expectancy of an additional 21.5 years. Women are likely to live to 86.5 years of age; however, the expectation is that 65-year-old women will be relatively healthy until the age of 80.5 years. California women on average outlive their male counterparts: California men age 65 can expect to live an additional 18.9 years, with nearly 14 years of relatively good health.

100 U.S. Census Bureau. “Current Population Survey, Annual Social and Economic Supplement, 2014,” [www.census.gov/cps/data/cpstablecreator.html](http://www.census.gov/cps/data/cpstablecreator.html)

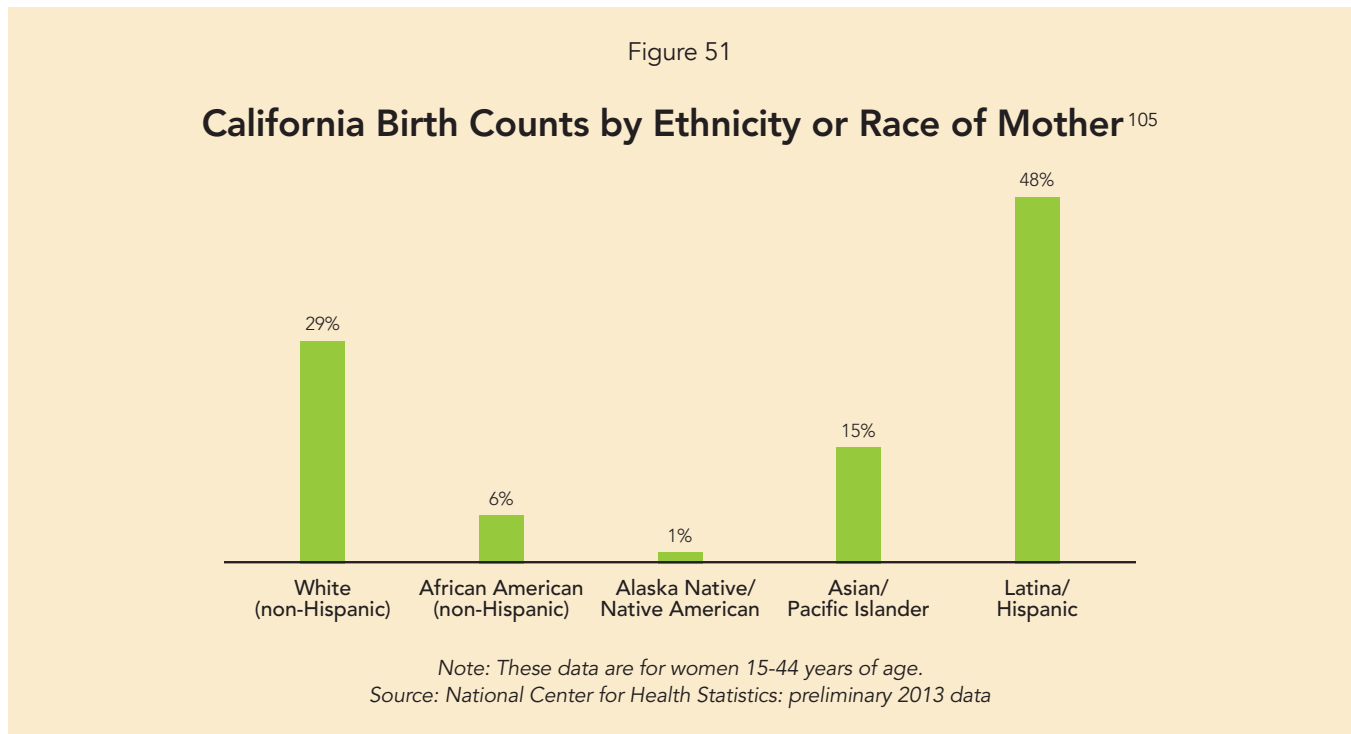
101 “State-Specific Healthy Life Expectancy at Age 65 Years — United States, 2007-2009.” Morbidity and Mortality Weekly Report (MMWR), July 19, 2013/62(28); 561-566, Centers for Disease Control and Prevention <http://www.cdc.gov/mmwr/preview/mmwrhtml/mm6228a1.htm>

102 *Ibid.*

103 *Ibid.*

## Birth Rate

The 2013 birth rate (measured as the total births per 1,000 total population) was higher in California at 13.1 than the United States at 12.5.<sup>104</sup>



## TEEN BIRTHS

Births to teens ages 15-19 declined nationally to 26.6 per 1,000 women in 2013,<sup>106</sup> a historic low for the nation. California data show a similar trend with 28 births per 1,000 women in 2011 and 25.7 births per 1,000 women in 2012.<sup>107</sup>

104 National Vital Statistics Reports Vol. 63, No. 2, May 29, 2014. Table 5. Births, by race and Hispanic origin of mother: United States and each state and territory, preliminary 2013. [http://www.cdc.gov/nchs/data/nvsr/nvsr63/nvsr63\\_02\\_expanded\\_tables.pdf](http://www.cdc.gov/nchs/data/nvsr/nvsr63/nvsr63_02_expanded_tables.pdf)

105 Hamilton BE, Martin JA, Osterman MJK, Curtin SC. Births: Preliminary Data for 2013. National Vital Statistics Reports; 63(2): 12-13. Hyattsville, MD: National Center for Health Statistics, 2014.

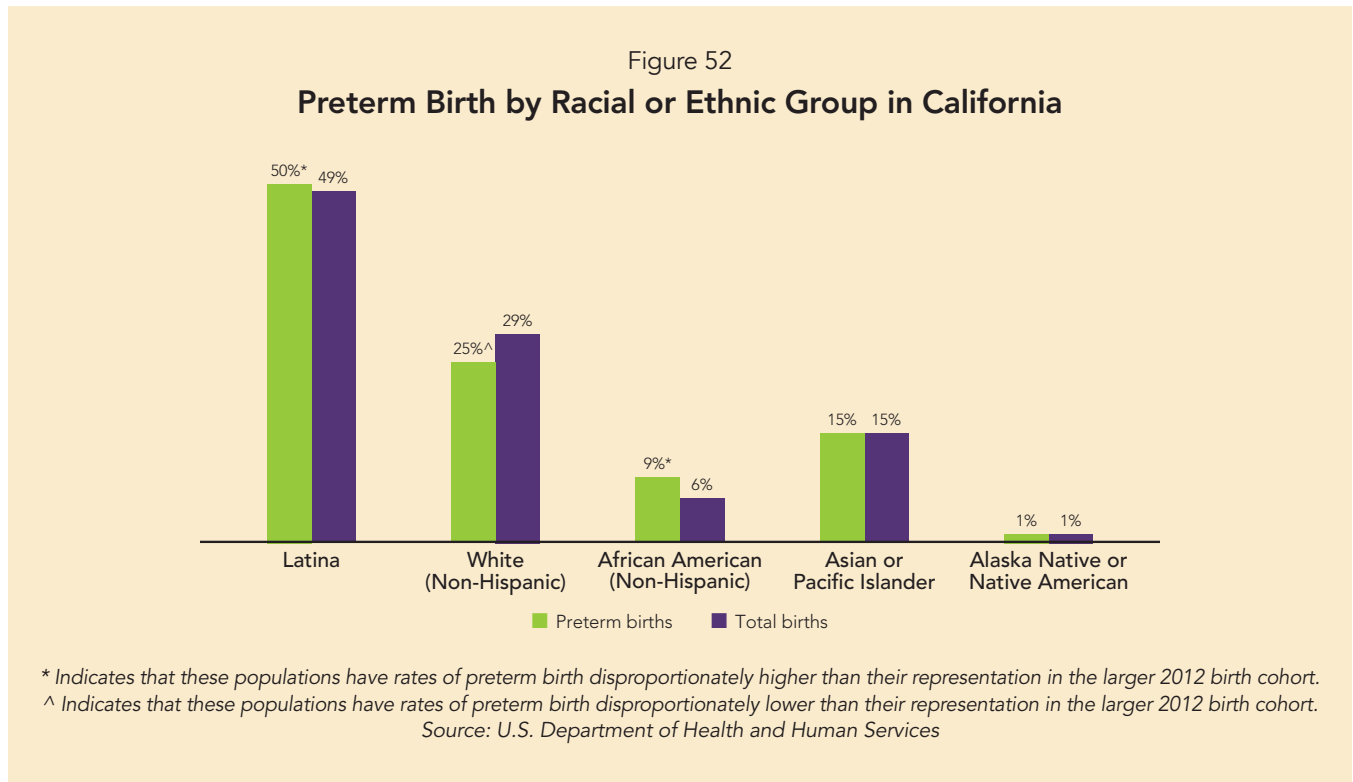
106 National Vital Statistics Reports Vol. 63, No. 2, May 29, 2014. Table 1. Births and birth rates, by age and race and Hispanic origin of mother: United States, final 2012 and preliminary 2013, [http://www.cdc.gov/nchs/data/nvsr/nvsr63/nvsr63\\_02\\_expanded\\_tables.pdf](http://www.cdc.gov/nchs/data/nvsr/nvsr63/nvsr63_02_expanded_tables.pdf)

107 Births: 2000-2012, Birth Statistical Master File, California Department of Public Health, Center for Health Statistics and Informatics. Population: 2000-2009, State of California, Department of Finance, Race/Hispanics Population with Age and Gender Detail, 2000-2010. Sacramento, CA, September 2012. 2010-2012, State of California, Department of Finance, Report P-3: State and County Population Projections by Race/Ethnicity, Detailed Age, and Gender, 2010-2060. Sacramento, Cal January 2013. <http://www.cdph.ca.gov/programs/mcah/Documents/MO-MCAH-2012TBR-DataSlides.pdf>

## Maternal and Infant Health

### PRETERM BIRTHS

In California, where preterm birth rates are lower than the national average, mothers in the state saw a decline in preterm birth from 9.6% in 2012 to 8.8% in 2013.<sup>108</sup> However, racial disparities persist. In 2012, Latinas and African-American women experienced disproportionately higher rates of preterm birth.<sup>109</sup>



### PRENATAL CARE

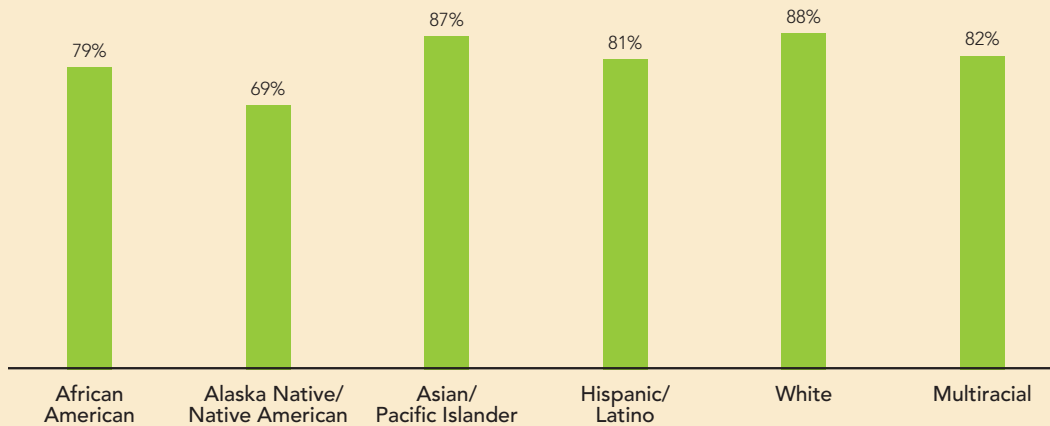
Ensuring all pregnant women receive timely prenatal care can play an important role in combating preterm birth and is a critical aspect of the short- and long-term outcomes of a healthy pregnancy.

108 National Vital Statistics Reports, Vol 63, No. 2, May 29, 2014. Table I-2. Preterm and late preterm births: United States and each state and territory, final 2012 and preliminary 2013. [www.cdc.gov/nchs/data/nvsr/nvsr63/nvsr63\\_02\\_tables.pdf](http://www.cdc.gov/nchs/data/nvsr/nvsr63/nvsr63_02_tables.pdf)

109 U.S. Department of Health and Human Services (US DHHS), Centers for Disease Control and Prevention, National Center for Health Statistics, Division of Vital Statistics, Natality public-use data 2007-2012, on CDC WONDER Online Database, November 2013. Accessed at <http://wonder.cdc.gov/nativity-current.html>

Figure 53

**Infants Whose Mothers Received Prenatal Care in the First Trimester, by Race/Ethnicity<sup>110</sup>**



Source: California Department of Public Health

African-American, Latina, and Native American women have the lowest rates of early access to prenatal care.

**BREASTFEEDING**

Breastfeeding a newborn supports the optimal health, growth and development of that baby. Longitudinal health outcomes have been studied and show that exclusive breastfeeding is associated with decreased rates of children’s ear, throat and sinus infections, as well as childhood obesity. Breastfeeding duration is associated with healthy food choices in older children.<sup>111</sup> California’s mothers initiate breastfeeding at 93%. In 2013, 65% of California’s mothers exclusively breastfed their infants at birth.<sup>112</sup>

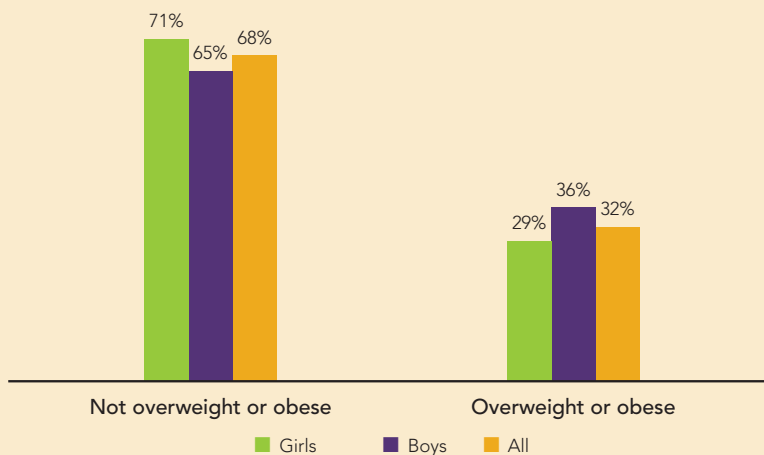
110 California Department of Public Health, Center for Health Statistics, Birth Statistical Master Files (Mar. 2014); [www.kidsdata.org/topic/313/prenatalcare-race/table#fmt=95&loc=2&tf=67&ch=7,11,8,10,9,939&sortColumnId=0&sortType=asc](http://www.kidsdata.org/topic/313/prenatalcare-race/table#fmt=95&loc=2&tf=67&ch=7,11,8,10,9,939&sortColumnId=0&sortType=asc)

111 Grummer-Strawn, L; Li R; Perrine, C; Scanlon K.; Fein S. Infant Feeding and Long-Term Outcomes: Results From the Year 6 Follow-Up of Children in the Infant Feeding Practices Study II. *Pediatrics* (Vol 134 : Supplement 1 S1-S3; doi: 10.1542/peds.2014-0646B.) September 1, 2014. [http://pediatrics.aappublications.org/content/134/Supplement\\_1/S1.full.pdf+html](http://pediatrics.aappublications.org/content/134/Supplement_1/S1.full.pdf+html)

112 California In-Hospital Breastfeeding as Indicated on the Newborn Screening Test Form Statewide, County and Hospital of Occurrence by Race/Ethnicity: 2013. [www.cdph.ca.gov/data/statistics/Documents/MO-MCAH-HospitalxRace\\_EthnicityReport2013.pdf](http://www.cdph.ca.gov/data/statistics/Documents/MO-MCAH-HospitalxRace_EthnicityReport2013.pdf)

## Obesity

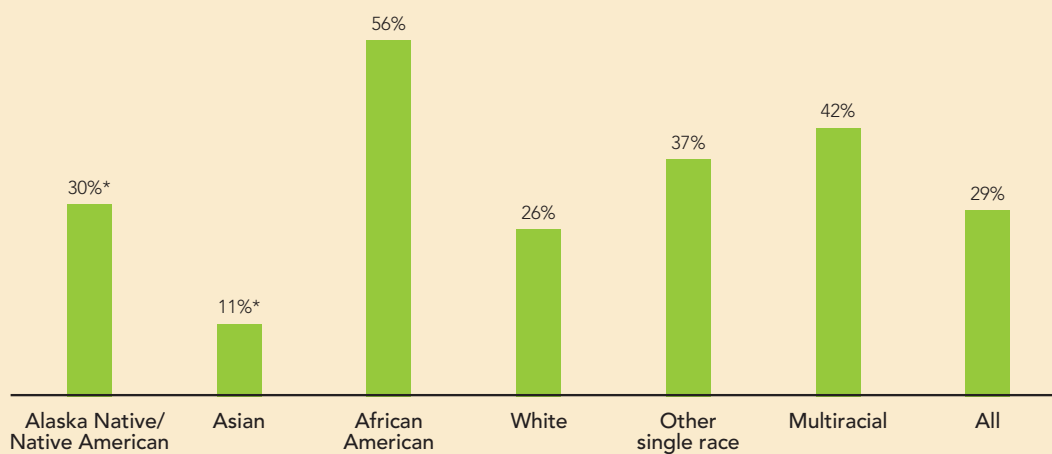
Figure 54  
Overweight and Obesity among Adolescents<sup>113</sup>



Source: California Health Interview Survey, UCLA Center for Health Policy Research

While girls have lower rates of obesity than their male counterparts during their teen years, those rates vary dramatically within and between racial groups.<sup>114</sup>

Figure 55  
Percentages of Overweight or Obese Girls by Race



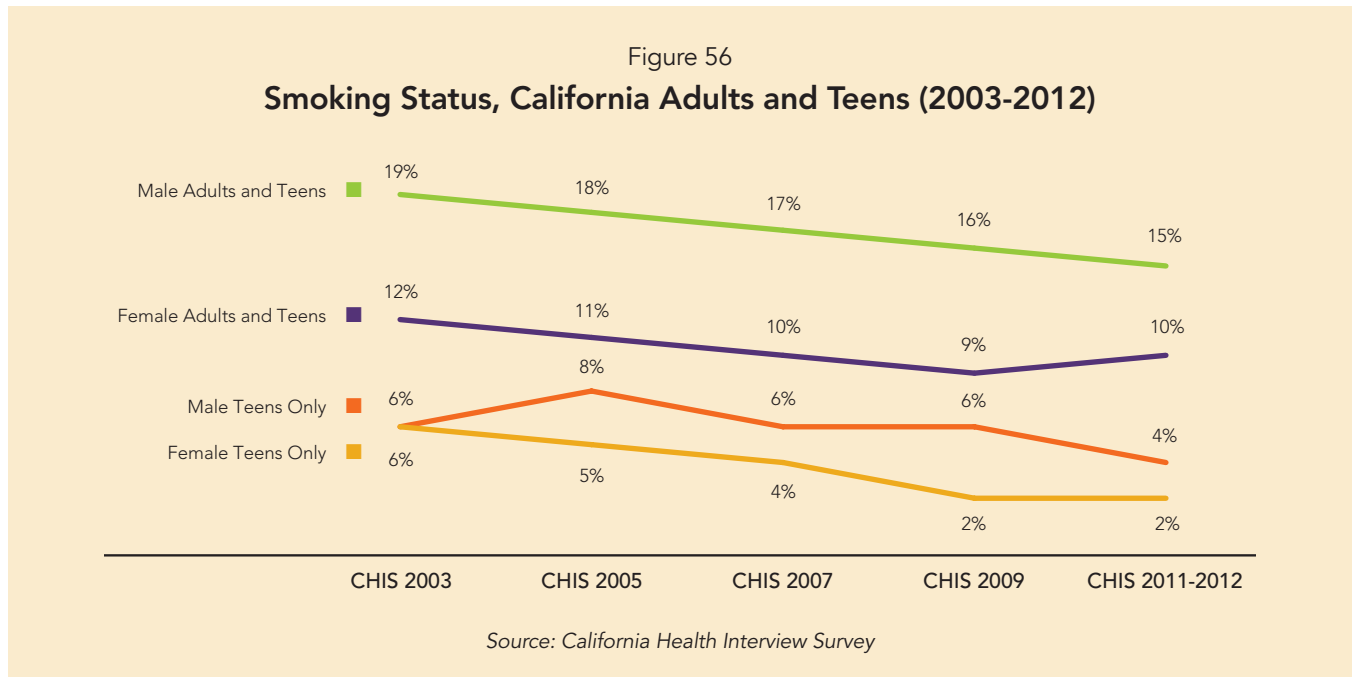
Note: Girls generally refer to females under the age of 18 years. Asterisks denote data that are statistically unstable due to low sample size.  
Source: 2011-12 California Health Interview Survey

113 California Health Interview Survey, Los Angeles, CA: UCLA Center for Health Policy Research. <http://ask.chis.ucla.edu/main/>

114 *Ibid.*

## Smoking

The percentage of female smokers in California declined from 2003-2009; however, a slight uptick was observed in 2011-2012.<sup>115</sup>



Overall, California women and girls report a lower rate of smoking compared to their male counterparts. The percentage of women and girls who smoke has been fairly consistent between 2003 and 2012, showing a modest decline (from 12% to 9%). In addition, girls in their teens report a lower rate of smoking than adult women, and a decline in those rates has occurred over the past decade (from 6% to 2%).<sup>116</sup>

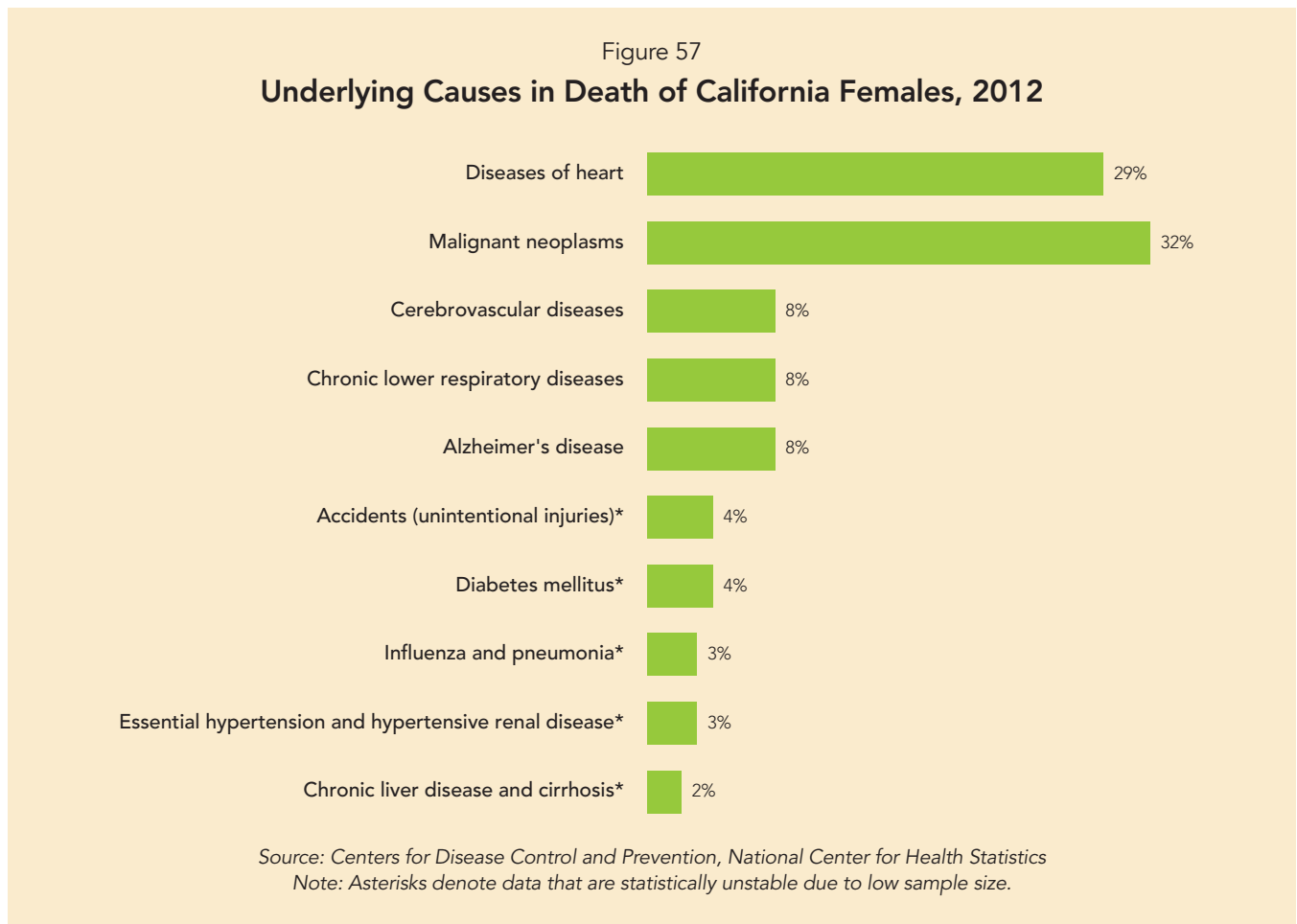
<sup>115</sup> California Health Interview Survey, 2003, 2005, 2007, 2009, 2011-12 Adult Public Use Files, Los Angeles, CA: UCLA Center for Health Policy Research. [http://ask.chis.ucla.edu/main/DQ3/output.asp?\\_rn=0.5222437](http://ask.chis.ucla.edu/main/DQ3/output.asp?_rn=0.5222437)

<sup>116</sup> *Ibid.*



## Leading Causes of Death in Women

For adult women in the state, the leading causes of death continue to be heart disease and cancer.<sup>117</sup>



When these deaths are adjusted for age, in only Alzheimer's disease are women reporting higher rates than men. This is true in large measure because women outlive men and Alzheimer's is a disease of older age.<sup>118</sup>

117 Centers for Disease Control and Prevention, National Center for Health Statistics. Underlying Cause of Death 1999-2012 on CDC WONDER Online Database, released 2014. Data are from the Multiple Cause of Death Files, 1999-2012, as compiled from data provided by the 57 vital statistics jurisdictions through the Vital Statistics Cooperative Program. Accessed at <http://wonder.cdc.gov/ucd-icd10.html>

118 "Alzheimer's Disease: Fact Sheet." National Institutes of Health Publication No. 11-6423, July 2011 (Reprinted September 2012) [http://www.nia.nih.gov/sites/default/files/alzheimers\\_disease\\_fact\\_sheet\\_0.pdf](http://www.nia.nih.gov/sites/default/files/alzheimers_disease_fact_sheet_0.pdf)

## CANCER

Women in California generally experience lower rates of cancer compared to women in the greater United States. In California, cancers of the breast are three times more prevalent than other cancers of the body among women.<sup>119</sup>

Given present incidence rates in California and the United States, approximately one in eight women born in the U.S. today will develop breast cancer at some point in their lives.<sup>120</sup>

The incidence of cancer differs by race among women in the state, with non-Hispanic white women reporting higher rates of breast cancer and Latinas reporting higher rates of cervical cancer.<sup>121</sup> Between 2005-2009, non-Hispanic white women had a breast cancer rate of 123.3, while African-American women had a rate of 118.0 and Hispanic/Latina women had a rate of only 93.0.<sup>122</sup> On the other hand, in the most recent California statistics, Latinas have a cervical cancer rate of 8.8 cases per 100,000, while the overall rate for California women is just 7.2.<sup>123</sup>

## Preventive Care

Being “up-to-date” on recommended vaccines and screenings plays an important role in safeguarding the health of women. Each screening is important on its own, but when taken together, this “up-to-date” indicator reveals a great deal about the quality and access to preventive care and screening that adults are receiving. For women between the ages of 50 and 64, this “includes influenza vaccination, mammogram within past two years, Pap test within three years, and colorectal cancer screening.”<sup>124</sup> For women 65 and older, “it includes influenza vaccine in past year, ever had a pneumococcal vaccine, mammogram within past two years, and colorectal cancer screening.”<sup>125</sup>

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119 U.S. Cancer Statistics Working Group. United States Cancer Statistics: 199–2011 *Incidence and Mortality. Web-based Report*. Atlanta: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention and National Cancer Institute: 2014. <http://apps.need.cdc.gov/uscs/toptencancers.aspx>

120 Howlader N, Noone AM, Krapcho M, et. al. (eds). *SEER Cancer Statistics Review, 1975–2009 (Vintage 2009 Populations)*, National Cancer Institute. Bethesda, MD, 2012.

121 Breast Cancer: Incidence: North American Association of Central Cancer Registries. Mortality: National Center for Health Statistics, Centers for Disease Control and Prevention, as provided by the Surveillance, Epidemiology, and End Results Program, National Cancer Institute, American Cancer Society, Surveillance Research, 2011; Cervical Cancer: California Cancer Registry. (2014) Cancer Incidence/Mortality Rates in California. Retrieved from [www.cancer-rates.info/ca](http://www.cancer-rates.info/ca); October 2013 Extract (Released December 13, 2013), Copyright 2014 California Cancer Registry. Rates are for 2011.

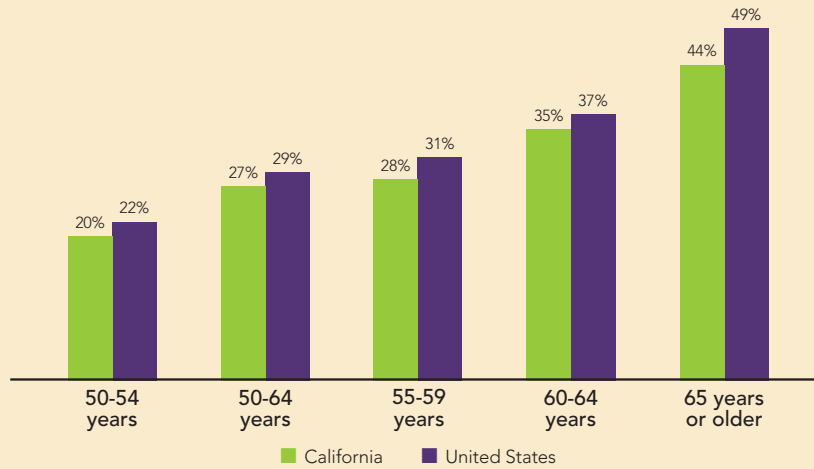
122 American Cancer Society, Cancer Facts & Figures, 2013; Cited in “Breast Cancer Differences: Racial & Ethnic Differences” Susan G. Komen, 2013. [http://ww5.komen.org/uploadedFiles/Content\\_Binaries/806-373a.pdf](http://ww5.komen.org/uploadedFiles/Content_Binaries/806-373a.pdf)

123 California Cancer Registry. (2014) Cancer Incidence/Mortality Rates in California. Retrieved from [www.cancer-rates.info/ca](http://www.cancer-rates.info/ca); October 2013 Extract (Released December 13, 2013), Copyright 2014 California Cancer Registry. Rates are for 2011.

124 Centers for Disease Control and Prevention. Healthy Aging Data Portfolio Web site. [http://nccd.cdc.gov/DPH\\_Aging/default.aspx](http://nccd.cdc.gov/DPH_Aging/default.aspx)

125 *Ibid.*

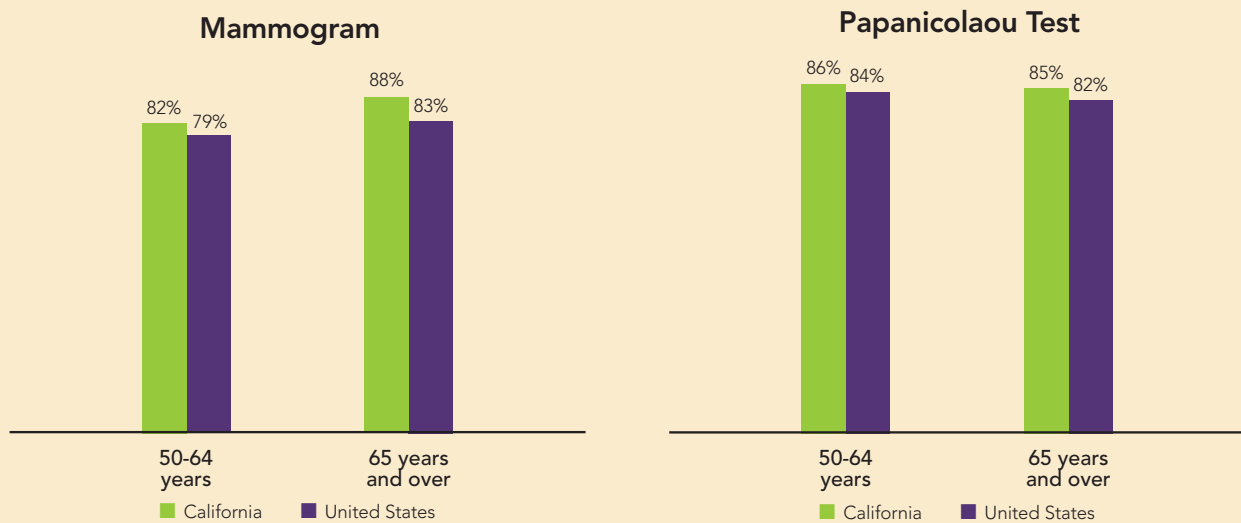
Figure 58  
**Percentage of Older Adult Women who are Up-to-Date with Select Clinical Preventative Services<sup>128</sup>**



Source: Centers for Disease Control and Prevention

Proportionally, more older adult women are up to date with preventive screenings than younger women. However, more than half of women in every age group (50+ years) are not current in recommended vaccines and screenings.

Figure 59  
**Percentage of Women who had a Mammogram Within the Past 2 Years and a Papanicolaou Test Within the Past 3 Years, 2010<sup>126</sup>**



Source: Centers for Disease Control and Prevention

The screening rates vary within population groups as well.

<sup>126</sup> Ibid.

Among Asian women in California, Korean women have a much lower rate of screening for breast and cervical cancer, while Japanese women are far more likely to report having had these screenings in the past year.<sup>127</sup>

Sixty-five percent of California women 18 years and older were screened for breast cancer within the last two years, with the highest rates among white, African American and Native Hawaiian/Pacific Islanders. In contrast, nearly one-third of Latinas (32%) and Asians (28%) report never having had a screening mammogram for breast cancer.<sup>128</sup> Among Latinas, Latina Europeans report the lowest numbers receiving routine breast cancer screenings, with 73%, while South American Latinas report the highest numbers, at 83%.

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127 Chawla, N., Breen, N., Liu, B., Lee, R., and Kagawa-Singer, M. "Asian American Women in California: A Pooled Analysis of Predictors for Breast and Cervical Cancer Screening." *Research and Practice, American Journal of Public Health*, Vol. 105 (2). February 2015.

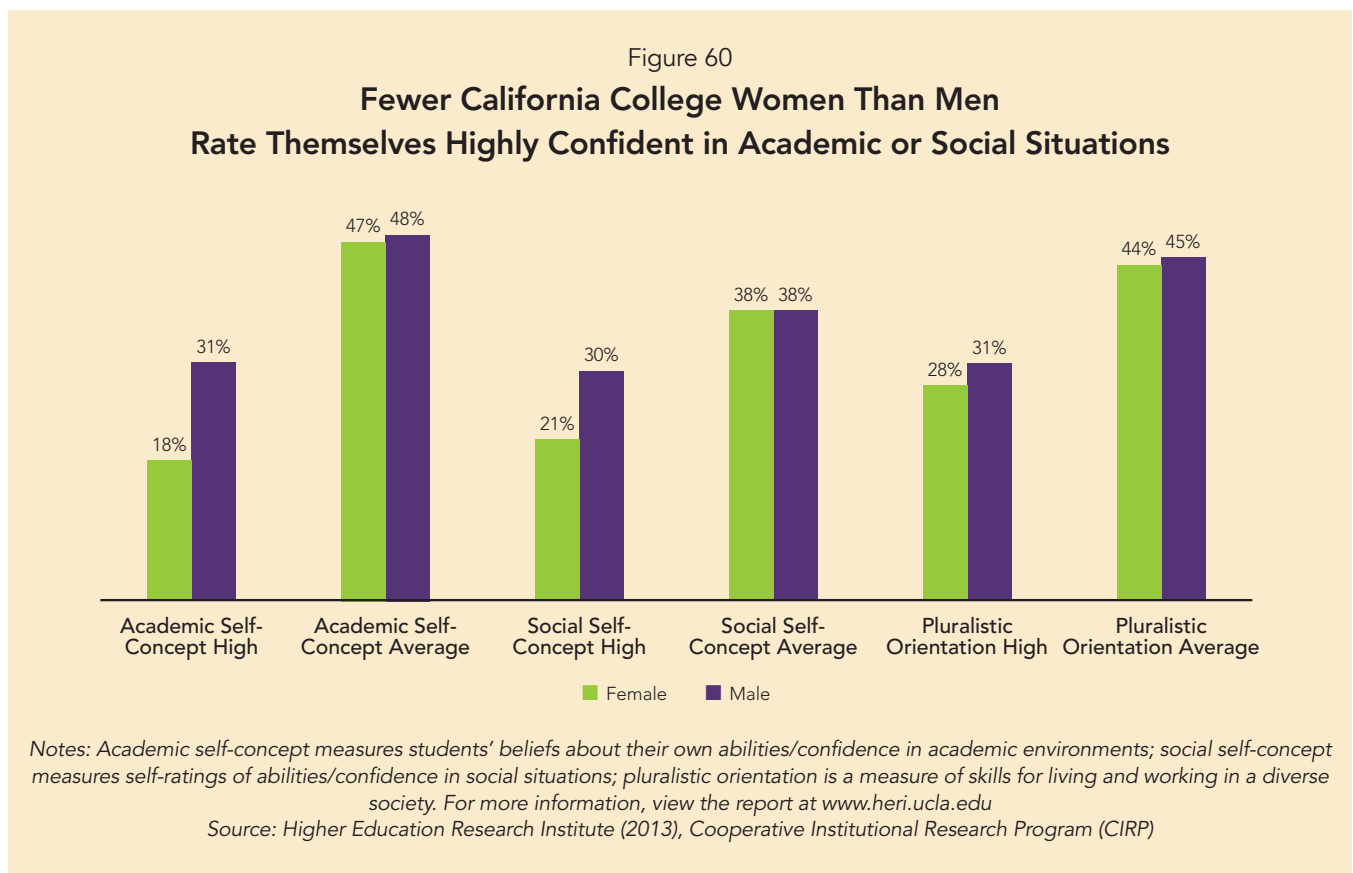
128 2011-2012 California Health Interview Survey

# Mental Health

Mental health issues affect most aspects of daily life including education, work and physical health. Mental health issues range from lack of confidence to serious psychological distress that can lead to substance abuse and suicide. Women are more likely than men to report low levels of confidence and to seek treatment for serious psychological distress.

## Psychological Well-being

Fewer women than men entering colleges and universities rate themselves as highly confident in their new academic and social environments. Similar numbers of men and women rate themselves as “average” in academic abilities and ability to adapt to social situations.<sup>129</sup>



Despite the roughly equal proportions of females and males rating themselves as “average” in abilities and confidence in various college settings, significantly fewer women than men rate themselves high in these areas.

129 Eagan et al, *The American Freshman: National Norms Fall 2013* (expanded tables for U.S. results; custom report for California results). Higher Education Research Institute, Cooperative Institutional Research Program (CIRP) University of California, Los Angeles. <http://www.heri.ucla.edu/monographs/TheAmericanFreshman2013-Expanded.pdf>

## Serious Psychological Distress (SPD)

California women are more likely than men to seek mental health care for serious psychological distress.<sup>130</sup> In 2011-2012, over a million adult women (1,273,000) reported Serious Psychological Distress (SPD), with 18- to 44-year-olds reporting the highest rates. Of these women, over 1 million self-identified their race/ethnicity as white or Latina. Women living in greater poverty are more likely to develop SPD: women at or above the federal poverty level (0-199% FPL) are twice as likely to report SPD than women living at 400% above federal poverty level. Single women with children are more than twice as likely to report SPD than married women with children.<sup>131</sup>

Figure 61

### Rates of Serious Psychological Distress Reported Among Adult Women

| Family Structure       | Single Women are More Likely to Report SPD Than Married Women | Estimated number in each group reporting SPD (total=1,273,000) |
|------------------------|---|--|
| Single, with children  | 15%   | 204,000  |
| Single, no children    | 11%   | 593,000  |
| Married, with children | 7%  | 260,000  |
| Married, no children   | 6%  | 216,000  |

Note: Estimate populations are rounded to nearest thousand; percentages are rounded to nearest whole number.

Findings are based on 2011-12 CHIS results.

Source: Public Health Institute. (October, 2014).

Women who reported SPD within the past year were more likely to report having asthma, heart disease, high-blood pressure, and co-occurring health conditions than women who did not report SPD. Women who were diagnosed with diabetes or have had a stroke within the past year did not report significant differences in SPD than women who have not had these two health conditions.<sup>132</sup>

While over a million California women reported having SPD within the past year, 26% of those who reported they needed help for their emotional problems did not seek treatment.<sup>133</sup>

130 Grant, D., N. Kravitz-Wirtz, S. Aguilar-Gaxiola, W. Sribney, M. Aydin, and E. R. Brown. Mental Health Status and Use of Mental Health Services by California Adults. UCLA Center for Health Policy Research. (July 2010) <http://healthpolicy.ucla.edu/publications/search/pages/detail.aspx?PubID=64>

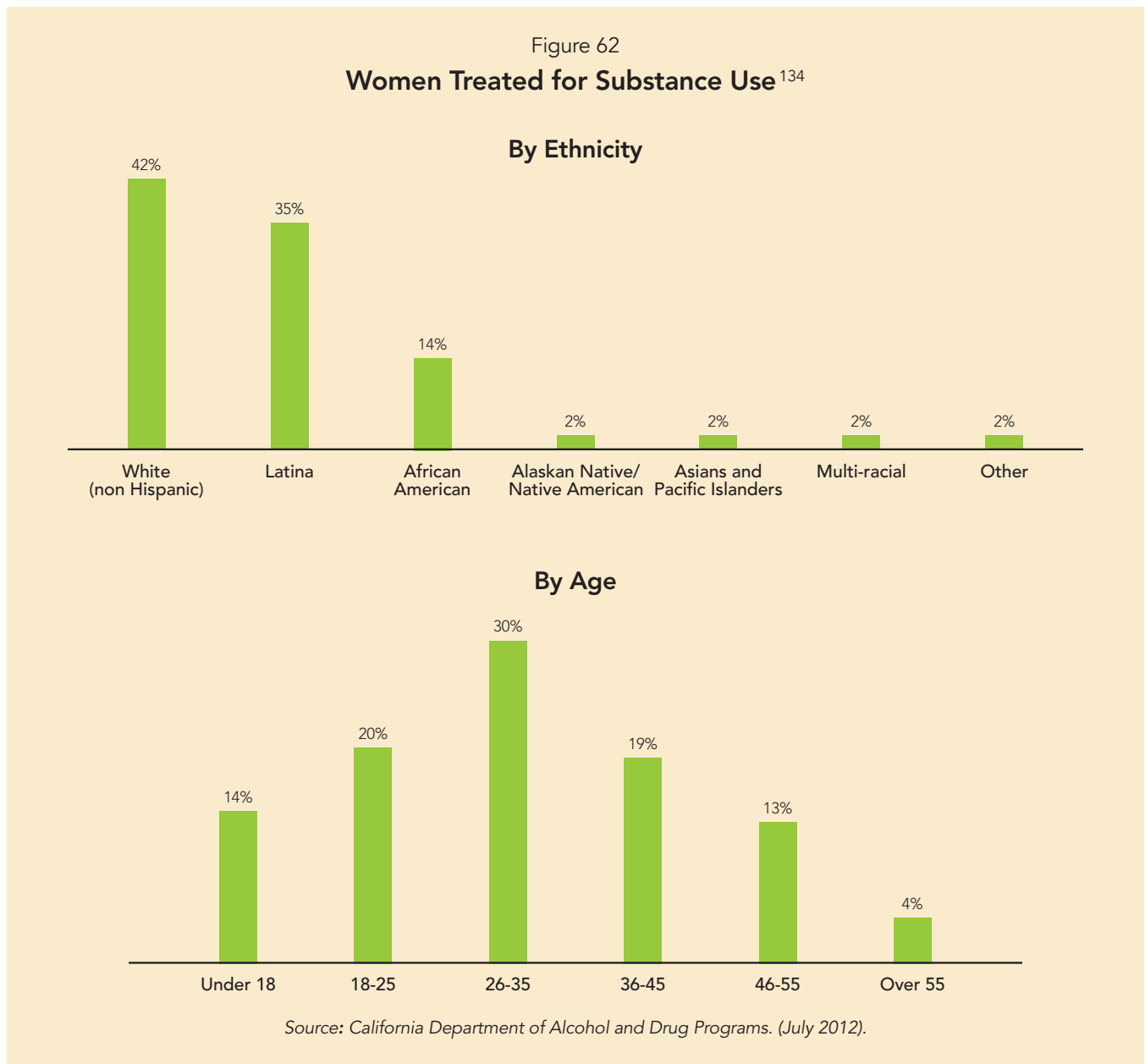
131 Zahnd, E., R. Wyn and S. Holtby, *Health Needs of California Women Reporting Serious Psychological Distress and Chronic Health Conditions*; Women's Health Brief: October 2014. Public Health Institute. (October, 2014). Retrieved from: <http://www.phi.org/resources/?resource=health-needs-of-california-women-reporting-serious-psychological-distress-and-chronic-health-conditions>

132 *Ibid.*

133 *Ibid.* (Exhibit 4)

## Substance Abuse and Treatment

California women treated for substance abuse differ in terms of age and ethnicity.



White women and Latinas in California seek treatment for substance use at a higher rate than any other ethnicity/race in California. Approximately half of the women in treatment for substance use are between the ages of 18-35 years old; 14% are girls under the age of 18 years.

134 California Department of Alcohol and Drug Program, 2010-2011. (July, 2012). "FACT SHEET: Women in Treatment" Retrieved from: <http://www.dhcs.ca.gov/provgovpart/Documents/OARA/OARA%20Reports%20and%20Fact%20Sheets/WomenInTreatment.pdf>

Figure 63

### Employment Status and Educational Attainment of California Women who are in Substance Abuse Treatment<sup>135</sup>

| Employment Status        | % Women In Treatment | Educational Attainment            | % Women In Treatment |
|--------------------------|----------------------|-----------------------------------|----------------------|
| Employed                 | 10%                  | Less than a High School education | 45%                  |
| Unemployed, seeking work | 26%                  | High School or Equivalent         | 36%                  |
| Not in Labor force       | 64%                  | >High School education            | 18%                  |

Source: California Department of Alcohol and Drug Programs. (July, 2012).

Of California women in treatment for substance abuse, only 10% are employed; over a quarter of women in treatment (26%) are unemployed and looking for work. Nearly half (45%) have less than a high school education.

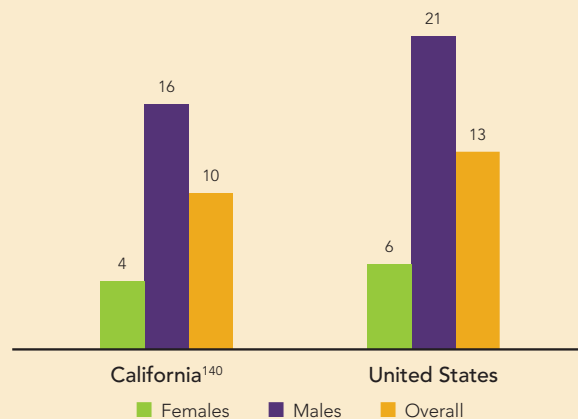
The majority of women (57%) are being treated on an outpatient basis; nearly a quarter (23%) are receiving treatment in residential long-term facilities.<sup>136</sup>

## Suicide

Suicide ranks as the 10th leading cause of death in the United States, and 2nd among youths. In 2012, an average of one individual killed him/herself every 13.0 minutes (110 suicides per day).<sup>137</sup>

Figure 64

### Fewer Females than Males Die by Suicide



Note: Suicide rates for 2012, reported as the number of deaths per 100,000 individuals  
Source: American Association of Suicidology

135 *Ibid.*

136 *Ibid.*

137 Drapeau, C. W., & McIntosh, J. L. *U.S.A. suicide 2012: Official final data*. Washington, DC: American Association of Suicidology (October 18, 2014) Retrieved from: <http://www.suicidology.org/Portals/14/docs/Resources/FactSheets/2012datapgsv1d.pdf>

138 McIntosh, J., Indiana University South Bend (2014) *USA State Suicide Rates and Rankings by Gender, 2012*. <http://www.suicidology.org/Portals/14/docs/Resources/FactSheets/2012StatesTableTMF.pdf>



In 2012, there were 40,600 suicides in United States: 31,780 were males and 8,820 were females. The annual overall suicide rate was 12.9 per 100,000 individuals nationwide; the suicide rate for females was 5.5 per 100,000.<sup>139</sup> California's numbers are lower than the national average: among all of the states, California ranked 44th in the number of suicide deaths; female deaths ranked 44th, while males ranked 45th.<sup>140</sup>

Firearms account for 56% of the suicides by males in the United States, while poisoning is the most common method of suicide for females (37%).<sup>141</sup> While suicide among males is four times higher than among females, females are more likely than males to have suicidal thoughts.<sup>142</sup>

Not all suicide attempts end in death. In general, more females than males attempt suicides that result in hospitalization. In California, approximately 60% of nonfatal suicide attempts are carried out by females, while women account for only 23% of fatal suicides.<sup>143</sup>

## Eating Disorders

Eating disorders are relatively rare in the population as a whole, but tend to be more prevalent among girls and young women than their male counterparts. It is estimated that four out of 10 individuals have either personally experienced an eating disorder or know someone who has. Approximately 10 million females and 1 million males in the United States have an eating disorder. Nationally, females are about three times more likely than men to engage in anorexic or bulimic eating habits, and nearly twice as likely to engage in binge eating.<sup>144</sup>

In California, it is estimated that 3% of the population suffers from an eating disorder: nearly 5% of the female population and 2% of males.<sup>145</sup>

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139 Drapeau, C. W., & McIntosh, J. L. *U.S.A. suicide 2012: Official final data*. Washington, DC: American Association of Suicidology (October 18, 2014) Retrieved from: <http://www.suicidology.org/Portals/14/docs/Resources/FactSheets/2012datapgsv1d.pdf>

140 McIntosh, J., Indiana University South Bend (2014) *USA State Suicide Rates and Rankings by Gender, 2012*. <http://www.suicidology.org/Portals/14/docs/Resources/FactSheets/2012StatesTableTMF.pdf>

141 Suicide Facts at a Glance 2012. National Center for Injury Prevention and Control, Centers for Disease Control. <http://www.cdc.gov/violenceprevention/pdf/Suicide-DataSheet-a.pdf>

142 *Ibid.*

143 State of California, Department of Public Health, EPIC Branch. (2007). Retrieved from [www.apps.cdph.ca.gov/epicdata/scripts/broker.exe?\\_SERVICE=POOL2&\\_program=PROGRAMS.ST\\_SELFINFLICTED.SAS&griono=XXX&analysis1=A&REGION=California&OUTPUT=HTML&pf=%2Fepicdata%2Fcontent%2Fst\\_suicide.thm&pt=epicdata%2Fcontent@2F&nfs\\_ID](http://www.apps.cdph.ca.gov/epicdata/scripts/broker.exe?_SERVICE=POOL2&_program=PROGRAMS.ST_SELFINFLICTED.SAS&griono=XXX&analysis1=A&REGION=California&OUTPUT=HTML&pf=%2Fepicdata%2Fcontent%2Fst_suicide.thm&pt=epicdata%2Fcontent@2F&nfs_ID)

144 Eating Disorder Hope. *Statistics on Eating Disorders: Anorexia, Bulimia, Binge Eating* [www.eatingdisorderhope.com/information/statistics-studies#Anorexia-Nervosa-Statistics](http://www.eatingdisorderhope.com/information/statistics-studies#Anorexia-Nervosa-Statistics)

145 National Association of Anorexia Nervosa and Associated Eating Disorders. *Eating Disorder Population by State*. Accessed December 2014 at [www.anad.org/news/eating-disorder-population-by-gender-in-each-state/](http://www.anad.org/news/eating-disorder-population-by-gender-in-each-state/)

# Violence

Women and girls experience unique forms of violence that have both immediate and long-term physical and mental health effects.<sup>146</sup> Reported crimes of violence that disproportionately impact women involve rape, physical violence, verbal and emotional abuse, human trafficking, and sexual harassment. Many such crimes occur within a context of domestic cohabitation and are inflicted by an intimate partner or family member.

## Intimate Partner Violence

Intimate partner violence (IPV) includes physical, sexual, psychological and emotional violence, or threats of sexual or physical violence by either a current or former spouse or partners. Across the United States, it is estimated that 33% of women and 28% of men have experienced any sort of physical violence by an intimate partner over their lifetimes.<sup>147</sup> According to a California study, an estimated 40% of California females have experienced physical intimate partner violence in their lifetime.<sup>148</sup> Women in racial minorities are more likely to be victims of IPV.<sup>149</sup>

Nationally, nearly one-third of the violence experienced by women from an intimate partner is physical. Many victims of IPV are under the age of 18 when they are first victimized.<sup>150</sup>

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146 Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence. Geneva, Switzerland: World Health Organization. <http://www.who.int/reproductivehealth/publications/violence/9789241564625/en/>

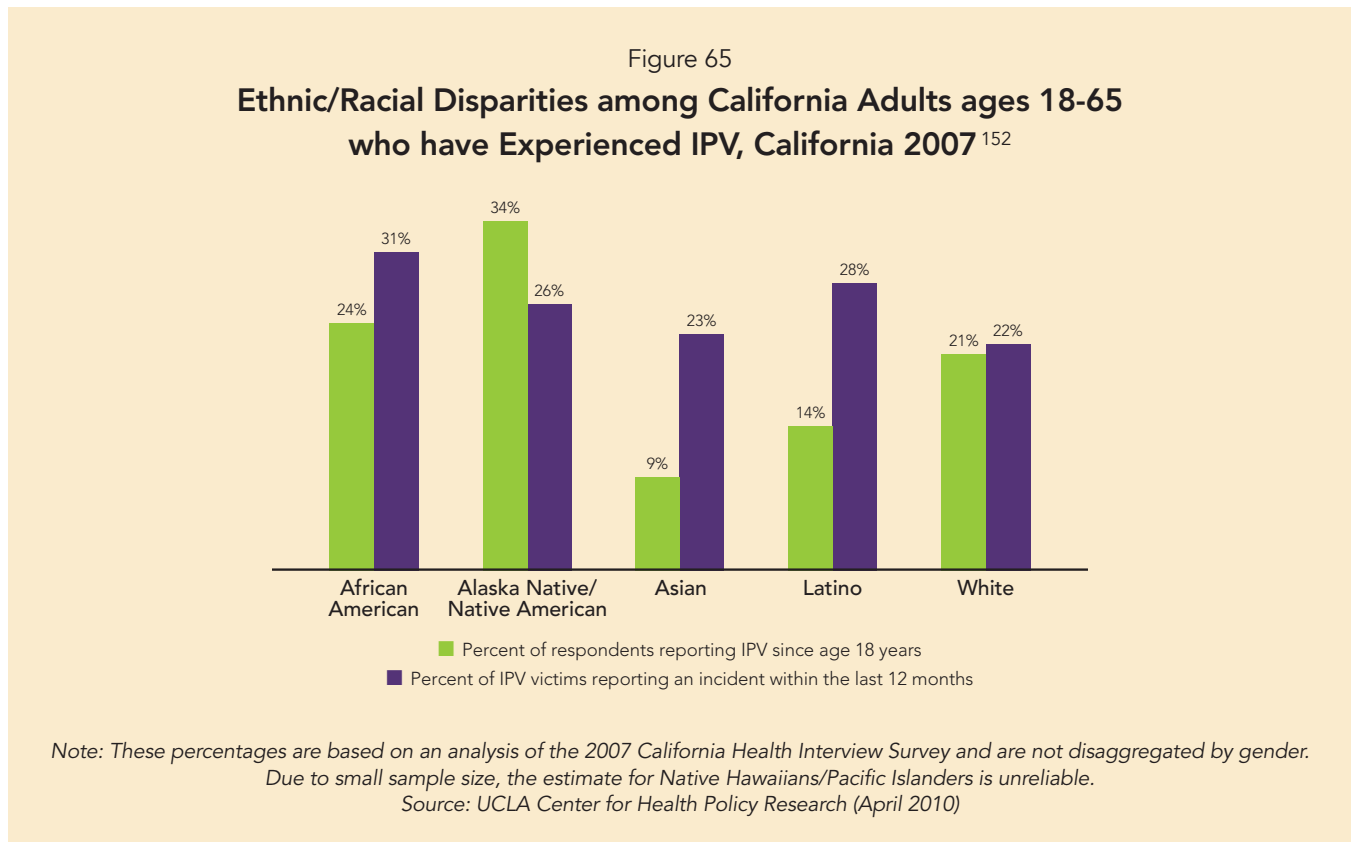
147 Breiding, M.J., Chen J., & Black, M.C. (2014). Intimate Partner Violence in the United States —2010. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention. ((Figure 2.1: Lifetime Prevalence of Physical Violence by an Intimate Partner — U.S. Women and Men, NISVS 2010) <http://www.cdc.gov/violenceprevention/nisvs/specialreports.html>

148 California Partnership to End Domestic Violence. (2011). California Domestic Violence Fact Sheet. Retrieved from [http://www.ywcasg.org/DV\\_Fact\\_Sheet\\_2011.pdf](http://www.ywcasg.org/DV_Fact_Sheet_2011.pdf)

149 Breiding, M.J., Chen J., & Black, M.C. (2014). Intimate Partner Violence in the United States —2010. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention. (Chapter 3) <http://www.cdc.gov/violenceprevention/nisvs/specialreports.html>

150 Breiding, M., Smith, S., Basile, K., Walters, M., Chen., J., Merrick, M. (2014). *Prevalence and Characteristics of Sexual Violence, Stalking, and Intimate Partner Violence Victimization-National Intimate Partner and Sexual Violence Survey, United States, 2011*. Morbidity and Mortality Weekly Report (MMWR) Retrieved from <http://www.cdc.gov/mmwr/preview/mmwrhtml/ss6308a1.htm>

In California, 17% of all adults report being a victim of IPV since the age of 18; women are nearly twice as likely to be victims as men. For IPV that involves sexual violence, women are eight times more likely to be victims than men.<sup>151</sup>



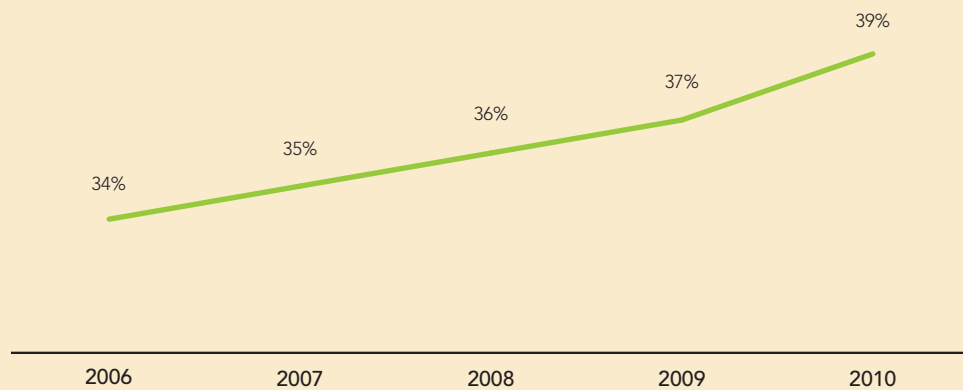
Ethnic/racial disparities in reported IPV incidents also exist in California: based on the 2007 sample, nearly 30% of African Americans and Latinos reported events that occurred within the past year.<sup>153</sup>

151 Zahnd E, Grant D., Aydin M., Chia Y., and Padilla-Frausto, D. UCLA Health Policy Research Brief: *Nearly four Million California Adults are Victims of Intimate Partner Violence*. UCLA Center for Health Policy Research (April 2010). Based on an analysis of the 2007 California Health Interview Survey. <http://healthpolicy.ucla.edu/publications/search/pages/detail.aspx?PubID=76>

152 *Ibid.*

153 *Ibid.*

Figure 66  
**Percent of U.S. Female Homicide Victims Killed by an Intimate Partner, 2006-2010**<sup>154</sup>



Note: Intimate includes former or current spouses, boyfriends, and girlfriends  
 Source: Bureau of Justice Statistics, FBI Supplementary Homicide Reports, 1993-2010

Although the total number of homicides of females decreased from 2006-2010, the percentage of homicides committed by an intimate partner increased.

Male victims of all homicides outnumber females by roughly a factor of 4. However, the percentage of male homicides committed by an intimate partner in 2010 was 3% compared to 39% for female victims.<sup>155</sup>

Nonfatal incidents of IPV take many forms. The more common crimes involving an intimate partner experienced by women in the United States include:<sup>156</sup>

- Physical Violence 33%
- Sexual Violence (other than rape) 17%
- Stalking 11%
- Rape 9%

154 S. Catalano, *Intimate Partner Violence: Attributes of Victimization, 1993-2011*. (November 2013) U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics. <http://www.bjs.gov/index.cfm?ty=pbdetail&iid=4801>

155 *Ibid* Table 2: *Homicide, by victim's sex and victim-offender relation, 1993-2010*

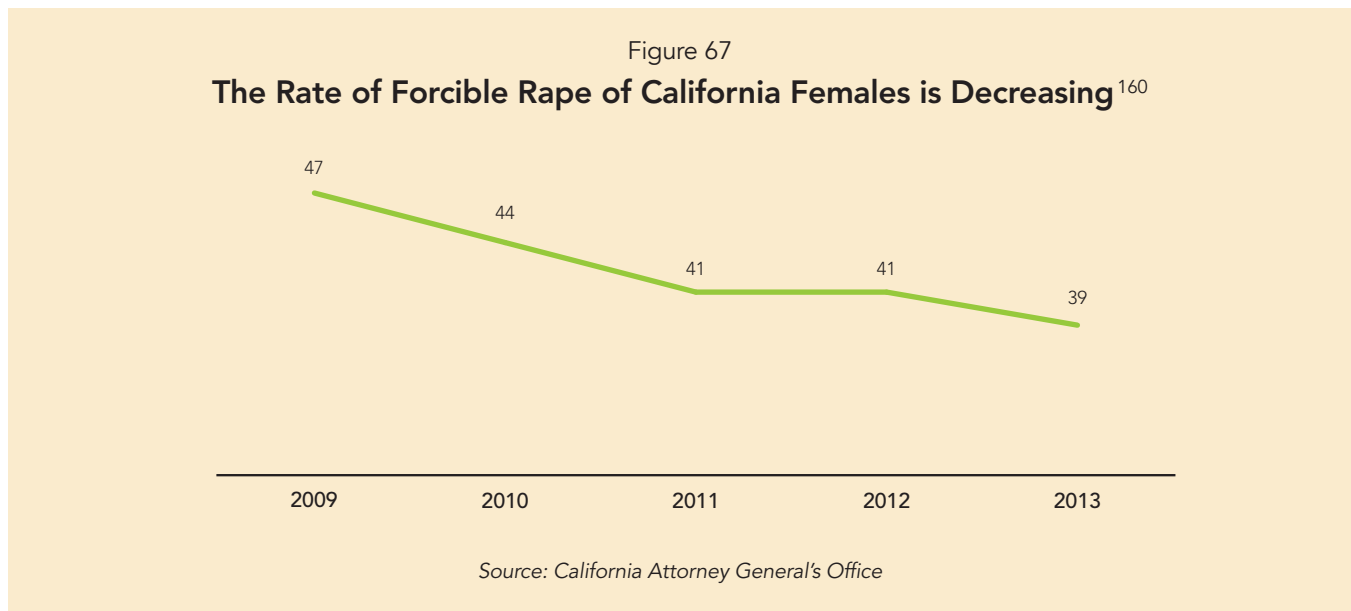
156 *The National Intimate Partner and Sexual Violence Survey (NISVS), 2010*, The Centers for Disease Control and Prevention. <http://www.cdc.gov/violenceprevention/nisvs/specialreports.html>

## Sexual Violence beyond IPV

Sexual violence includes sexual assault (including unwanted sexual contact) and rape (completed, attempted or threatened). Nationally, 93% of the sex offenses were forcible, 40% of which involved rapes. Of all U.S. female victims of forcible rape, 69% of the victims were 25 years of age or younger; 9% were girls aged 10 years and younger.<sup>157</sup>

Over their lifetimes, an estimated 19% of U.S. females have been victims of sexual assault, and 44% have been victims of another form of sexual violence, including rape. The majority of victims (79%) were sexually assaulted before the age of 25, while 40% were victimized before the age of 18.<sup>158</sup>

In California, a reported 2 million females have been raped over their lifetimes, while 5.6 million have experienced sexual violence other than rape.<sup>159</sup>



In 2013, 39 per 100,000 females in California were victims of an attempted or completed rape by force, a decrease of 5% from 2012 and a decrease of roughly 17% from 2009.<sup>161</sup>

157 2012 National Incident-Based Reporting System, Federal Bureau of Investigation. Sex Offense Victims, Forcible Rape by Sex and Race by age2012. [www.fbi.gov/about-us/cjis/ucr/nibrs/2012/table-pdfs/sex-offense-victims-forcible-rape-sex-and-race-by-age-2012](http://www.fbi.gov/about-us/cjis/ucr/nibrs/2012/table-pdfs/sex-offense-victims-forcible-rape-sex-and-race-by-age-2012)

158 Breiding, M., Smith, S., Basile, K., Walters, M., Chen., J., Merrick, M. (2014). Prevalence and Characteristics of Sexual Violence, Stalking, and Intimate Partner Violence Victimization-National Intimate Partner and Sexual Violence Survey, United States, 2011. Morbidity and Mortality Weekly Report (MMWR) Retrieved from <http://www.cdc.gov/mmwr/preview/mmwrhtml/ss6308a1.htm>

159 *The National Intimate Partner and Sexual Violence Survey (NISVS)*, 2010, The Centers for Disease Control and Prevention. [http://www.cdc.gov/violenceprevention/nisvs/state\\_tables.html](http://www.cdc.gov/violenceprevention/nisvs/state_tables.html)

160 CA Office of the Attorney General, Crime in California 2013. Table 5. *Forcible Rape Crimes, 2008-2013*. <https://oag.ca.gov/sites/all/files/agweb/pdfs/cjsc/publications/candd/cd13/cd13.pdf>

161 *Ibid*.

## Hate Crimes

Crimes that exhibit evidence of prejudice due to race, gender or gender identity, religion, disability, sexual orientation, or ethnicity are categorized as hate crimes. In 2012, 20% of all hate crimes in the U.S. are motivated by a bias against sexual orientation, 13% of which are directed against female homosexuals.<sup>162</sup>

Figure 68  
2013 Bias Motivation of Hate Crimes by Percent

|  | % of total incidents CA <sup>164</sup> (N=860) | % of total incidents US <sup>165</sup> (N=5,928) |
|--|--|--|
| <b>Sexual Orientation</b>                              | <b>25%</b>                                     | <b>20%</b>                                       |
| Anti-male homosexual                                   | 49%  | 63%  |
| Anti-female homosexual                                 | 13%  | 13%  |
| Anti-lesbian, gay, bisexual, transgender (mixed group) | 36%  | 23%  |
| Anti-bisexual  | 1%   | 2%   |
| <b>Gender</b>  | <b>3%</b>                                      | <b>0.8%</b>                                      |
| Anti-male  | 0%   | 10%  |
| Anti-female  | 0%   | 27%  |
| Anti-transgender                                       | 96%  | 47%  |
| Anti-gender non-conforming                             | 4%   | 16%  |

Note: These percentages are for incidents motivated by a single bias.  
Sources: FBI Uniform Crime Reporting System 2013: Table 1 for US;  
Office of the Attorney General, Hate Crimes in California for 2013, Table 1.

In 2013, there were 216 reported hate crimes involving bias based on sexual orientation reported in California. Lesbians were the victims in 27 (13%) of these crimes.<sup>165</sup> These percentages roughly mirror those of the nation as a whole. In California, crimes motivated by gender identity represent 3% of all hate crimes; virtually all of those crimes are directed against transgender persons.

162 Uniform Crime Reports 2012 Hate Crime Statistics, U.S. Department of Justice, Federal Bureau of Investigation, Criminal Justice Information Services Division. <http://www.fbi.gov/about-us/cjis/ucr/hate-crime/2012>

163 Kamala Harris (2013). Hate Crime in California for 2013, Attorney General's Office, California Department of Justice. Table 1. *Hate Crimes, 2013: Events, Offenses, Victims, and Suspects by Bias Motivation*. Retrieved from <http://oag.ca.gov/sites/all/files/agweb/pdfs/cjsc/publications/hatecrimes/hc13/preface13.pdf>

164 Uniform Crime reports 2013 Hate Crime Statistics, U.S. Department of Justice, Federal Bureau of Investigation, Criminal Justice Information Services Division. Table 1. *Incidents, Offenses, Victims and Known Offenders* [http://www.fbi.gov/about-us/cjis/ucr/hate-crime/2013/tables/1tabledatadecpdf/table\\_1\\_incidents\\_offenses\\_victims\\_and\\_known\\_offenders\\_by\\_bias\\_motivation\\_2013.xls](http://www.fbi.gov/about-us/cjis/ucr/hate-crime/2013/tables/1tabledatadecpdf/table_1_incidents_offenses_victims_and_known_offenders_by_bias_motivation_2013.xls)

165 Kamala Harris (2013). Hate Crime in California for 2013, Attorney General's Office, California Department of Justice. Table 1. *Hate Crimes, 2013: Events, Offenses, Victims, and Suspects by Bias Motivation*. Retrieved from <http://oag.ca.gov/sites/all/files/agweb/pdfs/cjsc/publications/hatecrimes/hc13/preface13.pdf>

## Human Trafficking

Human trafficking is a global issue that affects an estimated 20.9 million people. Of all trafficking victims, 60% are females. Human trafficking victims are controlled by another individual or organization and forced into performing labor or other services. The two broad categories of human trafficking are for sexual exploitation and for labor exploitation.<sup>166</sup>

Figure 69  
Human Trafficking Statistics<sup>167</sup>

|   | Estimated number worldwide           | % of worldwide victims who are women and girls | Estimated number in California <sup>169</sup> |
|---|--------------------------------------|--|---|
| Estimated number of human trafficking victims | 20.9 million persons at any one time | 64%  | 1,277<br>(July 1, 2010–June 30, 2012)         |
| Victims of sexual exploitation                | 4.5 million (22%)                    | 98%  | 715 (56%)                                     |
| Victims of labor exploitation                 | 16.4 million (78%)                   | 55%  | 294 (23%)                                     |
| Other (not identified)                        |                                      |  | 268 (21%)                                     |

Source: California Attorney General's Office

Globally, there are an estimated 16.4 million victims of labor exploitation and 4.5 million victims of sex exploitation. An estimated 16,000 victims are trafficked into the United States each year.<sup>169</sup>

There were 9,298 reported cases of human trafficking in the United States between 2008 and 2012, with a 70% increase in cases during this period. California has an active reporting system, which reported 1,458 (16%) of these human trafficking cases, the highest percent among the 50 states.<sup>170</sup>

Because California has a major international border, a high immigrant population and a large economy, it is one of the nation's top destinations for trafficked persons. It is estimated that 72% of victims trafficked into California originate from the United States. Between July 1, 2010, and June 30, 2012, California's nine regional human trafficking task forces identified 1,277 victims. The majority of people receiving services from the state's task forces are victims of sexual exploitation.<sup>171</sup>

166 Kamala Harris (2013). *The State of Human Trafficking in California, 2012*. Attorney General's Office, California Department of Justice. Retrieved from <http://oag.ca.gov/>

167 Kamala Harris (2013). *The State of Human Trafficking in California, 2012*. Attorney General's Office, California Department of Justice. Retrieved from <http://oag.ca.gov/>

168 Victims were identified by nine regional anti-trafficking task forces in California over the period of October 1, 2009–June 30, 2012; type of trafficking as identified for victims who received task force services.

169 Kamala Harris (2012). *The State of Human Trafficking in California, 2012*. Attorney General's Office, California Department of Justice. Retrieved from <http://oag.ca.gov/>

170 Polaris Project for a World Without Slavery, National Human Trafficking Resource Center. *Human Trafficking Trends in the U.S. 2007-2012*. Retrieved from <http://www.polarisproject.org/human-trafficking/overview/human-trafficking-trends>

171 Kamala Harris (2012). *The State of Human Trafficking in California, 2012*. Attorney General's Office, California Department of Justice. Retrieved from <http://oag.ca.gov/>

# Veterans

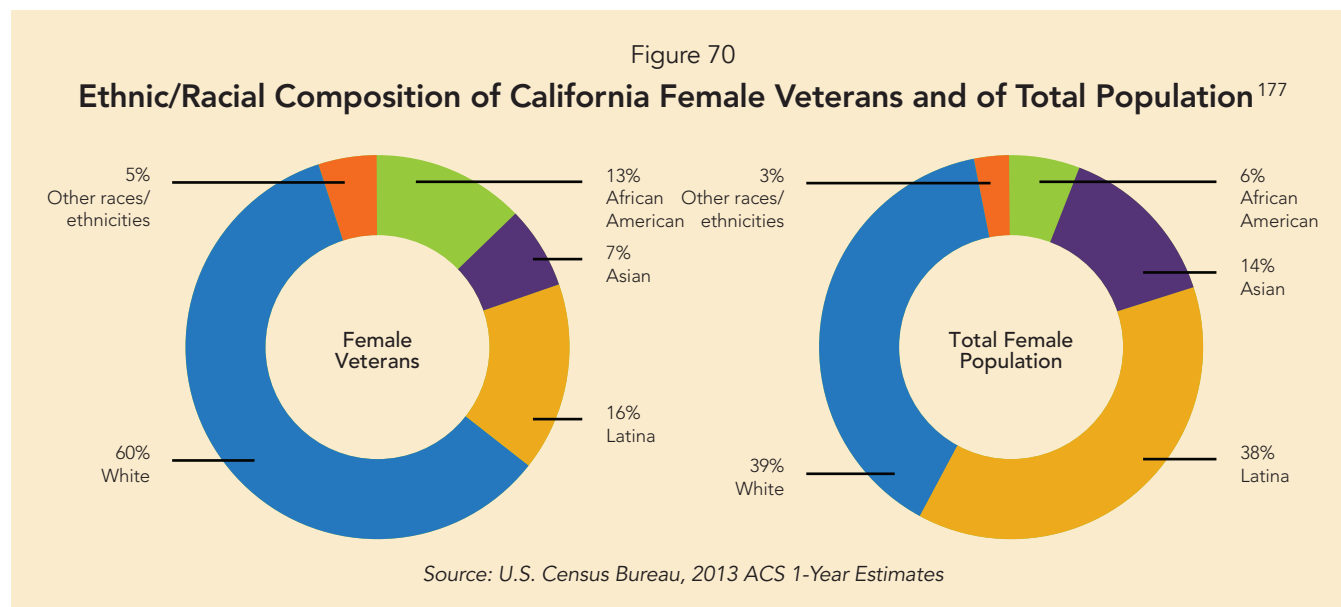
The number of women serving in the Armed Forces of the United States is increasing every year. As a result, the percentage of women veterans is projected to increase over the next 40 years from roughly 10% to just under 17%.<sup>172</sup> In California, the percentage of women veterans is projected to increase from 10% to 13% in 2023.<sup>173</sup> California veterans overall tend to be more highly educated than the non-veteran population: 33% of California women veterans have a minimum of a baccalaureate degree compared to 28% of all California women.<sup>174</sup> However, women veterans across the U.S. report experiencing trauma, which leads to significant disabilities in greater proportion than their nonveteran counterparts.<sup>175</sup>

## Demographics

As of September 2013, the total veteran population in the United States and Puerto Rico was 21,973,000. The population of women veterans numbered 2,271,000 (10%). California ranks second in the nation, behind Texas, for the largest number of female veterans at 185,000.<sup>176</sup>

### ETHNIC/RACIAL COMPOSITION

Sixty percent of California women veterans identify as white/non-Hispanic.



172 U.S. Department of Veterans Affairs, National Center for Veterans Analysis and Statistics. Projected Veteran Population 2013-2043. (October 13, 2014) Retrieved from <http://www.va.gov/vetdata/docs/QuickFacts/Population>

173 California Department of Veteran Affairs. Women Veteran Statistics. <https://www.calvet.ca.gov/WomenVets/Pages/Data-and-Statistics.aspx>

174 See, for example, U.S. Census Public Use Microdata Sample (PUMS) Data 2012 cited by Buttice M., *California's Women Veterans' Responses to the 2013 Survey*, California Research Board (2014) for veteran data [www.library.ca.gov/crb/](http://www.library.ca.gov/crb/) and <http://factfinder2.census.gov>

175 *Ibid.*

176 U.S. Department of Veteran Affairs, (USDVA) Center for Women Veterans. (October 1, 2013) Retrieved from <http://www.va.gov/WOMENVET/docs/WomenVeteransPopulationFactSheet.pdf>

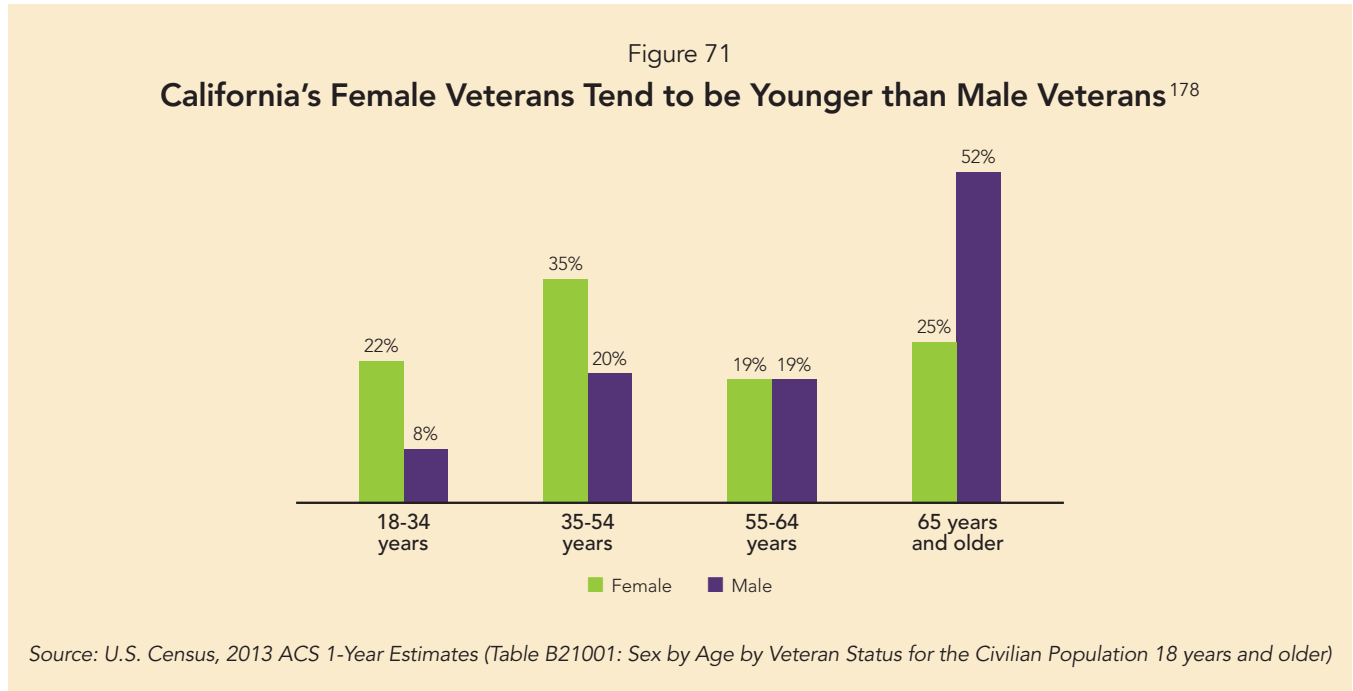
177 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table B21001 (B-I): Sex by Age by Veteran Status for the Civilian Population 18 Years and Over; Table B01001(B-I): Sex by Age for total Female Population <http://factfinder2.census.gov>



Among California veterans, white women and Latinas represent the largest proportion among all ethnic/racial groups, while African Americans, Asians and others represent the remainder. The proportion of African-American women among the veteran population (13%) is more than twice the proportion of African-American women in California women as a whole.

**AGE**

About 80% of all women veterans in the United States are 35 years of age or older; 25% are 65 years and older.

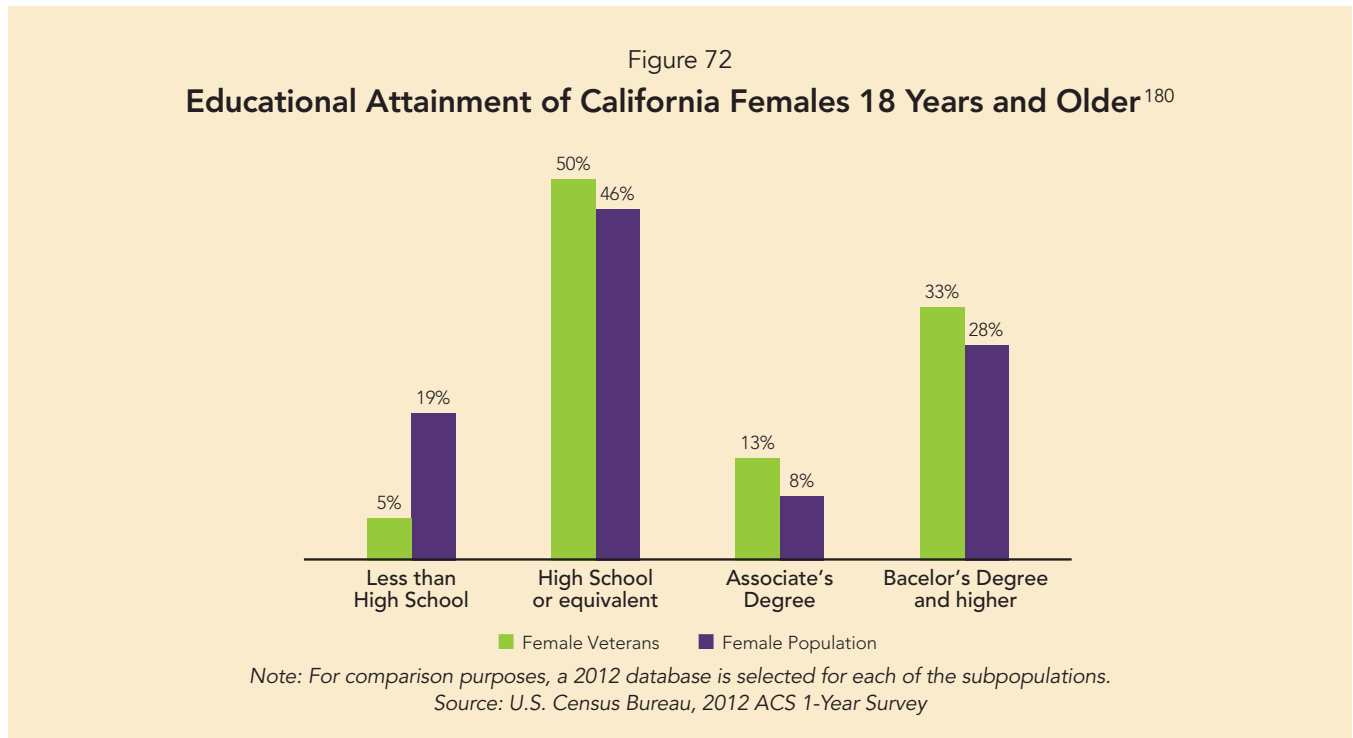


Similar to national statistics, 79% of California's women veterans are 35 years or older. The largest percentages of female veterans are from 35-54 years of age, and over the age of 65. California female veterans are more equally distributed across the different age groups than male veterans: the majority (52%) of male veterans are 65 years and older.

178 U.S. Census, 2013 American Community Survey 1-Year Estimates. Table B21001 (B-I) Sex by Age by Veteran Status for the Civilian Population 18 Years and Over. <http://factfinder2.census.gov>

## EDUCATIONAL LEVEL

Across the U.S., women veterans over 35 years of age are more likely to hold a bachelor's degree (or higher) than non-veteran women.<sup>179</sup>



California female veterans as a group are more highly educated than the general female population (18 years and older): Only 5% of women veterans have less than a high school education compared to 19% of California women statewide. One-third (33%) of all California women veterans have earned a minimum of a bachelor's degree compared to 28% of the female population as a whole.

The GI Bill (established in 1944 and last updated in 2009) continues to create educational benefits for veterans. Roughly 20% of the total population of women veterans throughout the United States used their educational benefits in 2009. Of those women, 80% were pursuing or had pursued an undergraduate education, 12% graduate education and 6% vocational programs.<sup>181</sup>

179 National Center for Veterans Analysis and Statistics. *Profile of Women Veterans: 2012* (September 2014). Department of Veterans Affairs, Washington, D.C. [www.va.gov/vetdata/docs/SpecialReports/Women\\_Veteran\\_Profile\\_2012.pdf](http://www.va.gov/vetdata/docs/SpecialReports/Women_Veteran_Profile_2012.pdf)

180 For veteran data: Buttice, M., (2014). *California's Women Veterans' Responses to the 2013 Survey*. (CRB) California Commission on the Status of Women and Girls and the California Department of Veterans Affairs, Women Veterans Division. Retrieved from <http://www.library.ca.gov/crb/14/14-002.pdf> For nonveteran data; U.S. Census 2012 ACS 1-Year Estimates. Table B15001: *Sex by Age by Educational Attainment for Population 18 years and Older*. <http://factfinder2.census.gov>

181 National Center for Veteran Analysis and Statistics. *America's Women Veterans: Military Service History and VA Benefit Utilization Statistics*, Department of Veterans Administration, Washington, D.C., (November 2011). [www.va.gov/vetdata/docs/SpecialReports/](http://www.va.gov/vetdata/docs/SpecialReports/)

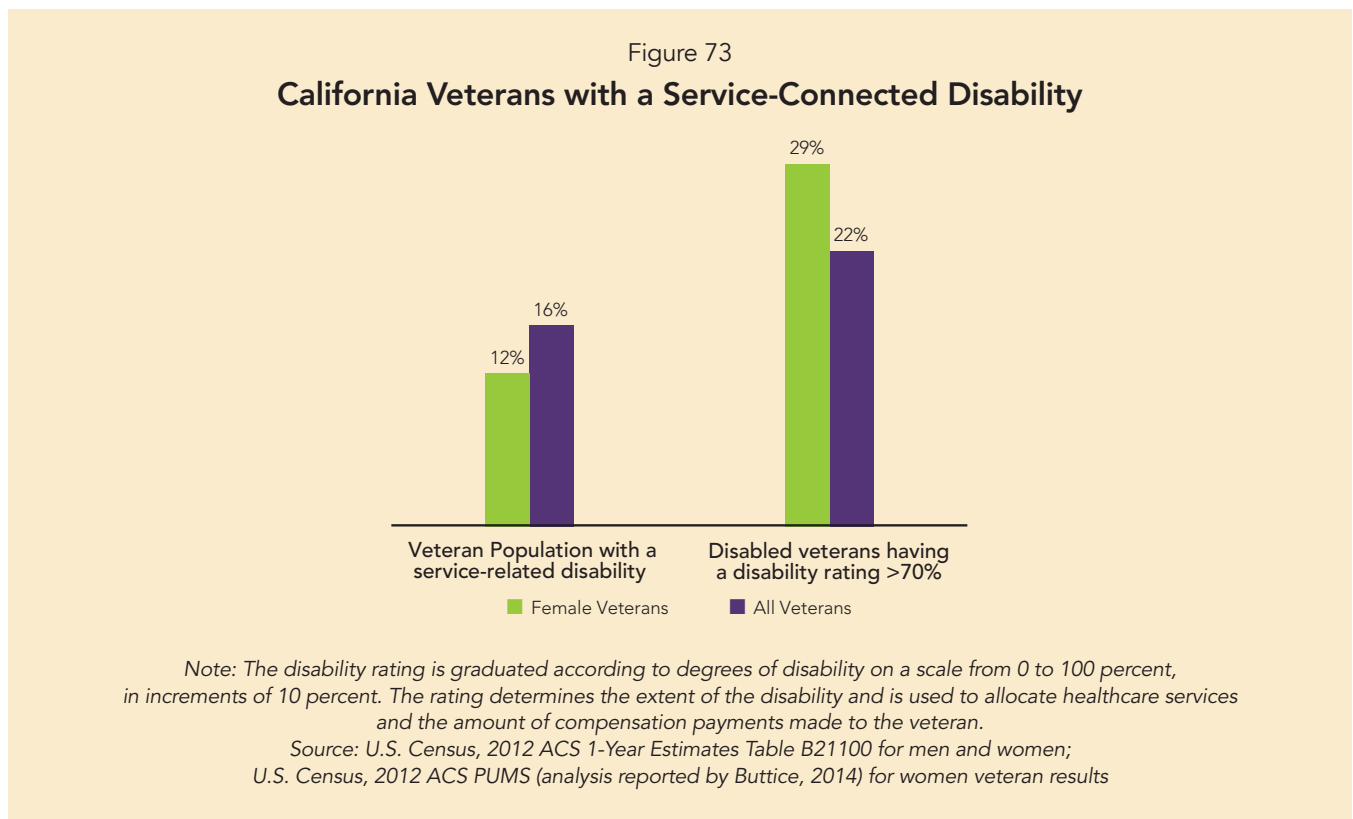
## Healthcare

Slightly less than a quarter of women veterans (23%) utilize the U.S. Department of Veterans Affairs' health services.<sup>182</sup> In California, 70,000 women are enrolled in VA's Healthcare System, a number that includes female veterans as well as eligible female family members of veterans.<sup>183</sup> A recent survey of California's women veterans indicated that while roughly 60% did not use VA Healthcare, 39% of those carried private healthcare insurance.<sup>184</sup>

## Service-Related Trauma

### SERVICE-RELATED DISABILITIES

Among California women and men who have served in the military, 16% suffered a service-connected disability.<sup>185</sup>



The most common service-connected disabilities for women are post-traumatic stress disorder (PTSD), lower back pain, migraines, major depression, knee impairment, arthritis due to trauma and injuries requiring full or partial removal of reproductive organs.<sup>186</sup>

182 *Ibid.* Table 1

183 U.S. Census 2012 ACS 1-Year Estimate. Table B27009: VA Health Care by Sex by Age. Retrieved from <http://factfinder2.census.gov>

184 Buttice M., *California's Women Veterans' Responses to the 2013 Survey*, California Research Board (2014) for veteran data. <http://www.library.ca.gov/crb/14/14-002.pdf>

185 U.S. Census. 2012 ACS 1-Year Estimate. Table B21100 *Service-Connected Disability-rating status and ratings for civilian veterans 18 years and over*. Retrieved from <http://factfinder2.census.gov>

186 National Center for Veteran Analysis and Statistics. *America's Women Veterans: Military Service History and VA Benefit Utilization Statistics*, Department of Veterans Administration, Washington, D.C., Figure 23. (November 2011, based on a 2009 database). [www.va.gov/vetdata/docs/SpecialReports/Final\\_Womens\\_Report/\\_3\\_2\\_12\\_v\\_7.pdf](http://www.va.gov/vetdata/docs/SpecialReports/Final_Womens_Report/_3_2_12_v_7.pdf)

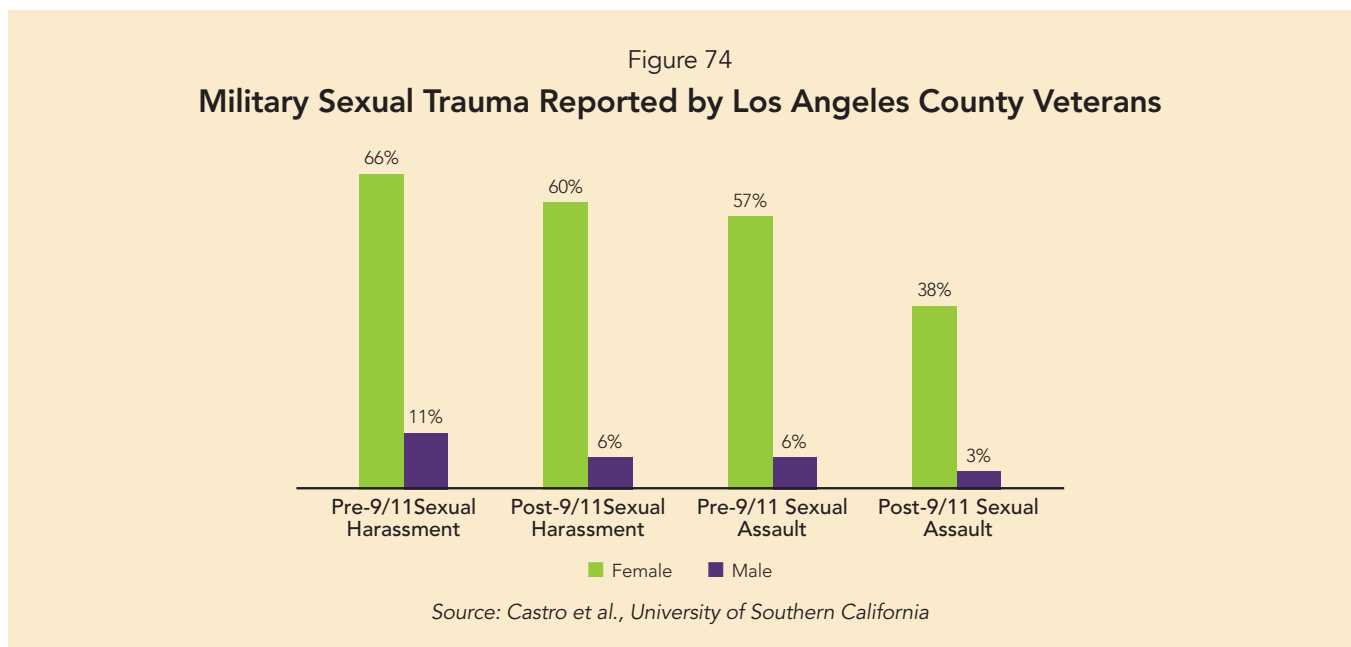
## MILITARY SEXUAL TRAUMA

Military sexual trauma (MST) is the term that the U.S. Department of Veterans Affairs uses to refer to psychological trauma, which “resulted from a physical assault of a sexual nature, battery of a sexual nature, or sexual harassment which occurred while the Veteran was serving on active duty, active duty for training, or inactive duty training.”<sup>187</sup>

In a 2012 survey of active-duty service members, 6% of women reported experiencing unwanted sexual contact in the past year.<sup>188</sup> While the exact rate of military sexual trauma among female veterans is uncertain, the VA reports that approximately 20% of women veterans (and 1% of men veterans) who seek VA healthcare have experienced MST; of those women veterans who do seek treatment, the diagnoses most commonly associated with MST include PTSD and depression or other mood disorders. Roughly 80% of female veterans seeking MST-related care in fiscal year 2010 were for mental health care.<sup>189</sup>

For California women veterans, 73% report experiencing sexual harassment and 40% report sexual assault while in the military.<sup>190</sup>

A 2014 study<sup>191</sup> of nearly 1,200 veterans in Los Angeles County included just over 180 women. Over 60% of women in the study reported being sexually harassed while serving in the military compared to 9% of males. Reports of sexual assault while in the military were also high.



Breaking out results by period of service, 57% of pre-9/11 female veterans and 38% of post-9/11 females experienced sexual assault compared to 6% for pre-9/11 males and 3% for post 9/11 males.

187 U.S. Department of Veterans Affairs, “Military Sexual Trauma,” Washington, D.C., 2013. [http://www.mentalhealth.va.gov/docs/mst\\_general\\_factsheet.pdf](http://www.mentalhealth.va.gov/docs/mst_general_factsheet.pdf) (Federal Law (Title 38 U.S. Code 1720D)).

188 Defense Manpower Data Center, “2012 Workplace and Gender Relations Survey of Active Duty Members,” Washington, D.C., 2013. Retrieved from [http://www.sapr.mil/public/docs/research/2012\\_workplace\\_and\\_gender\\_relations\\_survey\\_of\\_active\\_duty\\_members-survey\\_note\\_and\\_briefing.pdf](http://www.sapr.mil/public/docs/research/2012_workplace_and_gender_relations_survey_of_active_duty_members-survey_note_and_briefing.pdf)

189 VA Health Care Services. 2011 National Training Summit on Women Veterans. Data provided by the Office of Mental Health Services’ Military Sexual Trauma Support Team. <http://www.va.gov/advisory/julyelevenwomen.pdf>

190 2014 California Women Veterans Fact Sheet . <https://www.calvet.ca.gov/WomenVets/Documents/2014%20Women%20Veterans%20Fact%20Sheet.pdf>

191 Castro C; Kintzle S; Hassan A., *The State of the American Veteran: The Los Angeles County Veterans Study*, Center for Innovation and Research on Veterans & Military Families, USC School of Social Work, University of Southern California (June 6, 2014) [http://cir.usc.edu/wp-content/uploads/2013/10/USC010\\_CIRLAVetReport\\_FPpgs.pdf](http://cir.usc.edu/wp-content/uploads/2013/10/USC010_CIRLAVetReport_FPpgs.pdf)

## Housing Instability and Homelessness

Across the United States, over 130,000 veterans may be homeless on a given night; 5% of these are women.<sup>192</sup> From 2009-2013, California has experienced annual declines in the number of homeless veterans. However, California's Annual Homeless Count in January 2013 revealed over 15,000 homeless veterans, the largest number in any state. California's lack of facilities for homeless persons means homeless veterans are more likely to be unsheltered with 68% living in a car, park or other facility not designed for human habitation.<sup>193</sup>

While many women veterans experience homelessness, many more experience various forms of housing instability short of actual homelessness (e.g., moving in with friends/family or being behind on rent/mortgage payments). Over half of those responding to the 2013 California Women Veterans Survey reported experiencing some sort of housing instability.<sup>194</sup>

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192 Center for Women Veterans, Department of Veteran Affairs. A Forum on Women Veterans: Homeless Services for Women Veterans, Homeless Veteran Program Office, Department of Veteran Affairs. (July 28, 2010) [http://www.va.gov/WOMENVET/docs/8\\_ForumPresentation\\_Dougherty.pdf](http://www.va.gov/WOMENVET/docs/8_ForumPresentation_Dougherty.pdf)

193 U.S. Department of Housing and Urban Development, Office of Community Planning and Development. 2013 Annual Homeless Assessment Report to Congress: Part 1. (Chapter 5, page 40: *State Estimates of Homelessness among Veterans*). <https://www.hudexchange.info/resources/documents/ahar-2013-part1.pdf>

194 Buttice M., *California's Women Veterans' Responses to the 2013 Survey*, California Research Board (2014) for veteran data. <http://www.library.ca.gov/crb/14/14-002.pdf>

# A Global Perspective: Mind the Gender Gap!

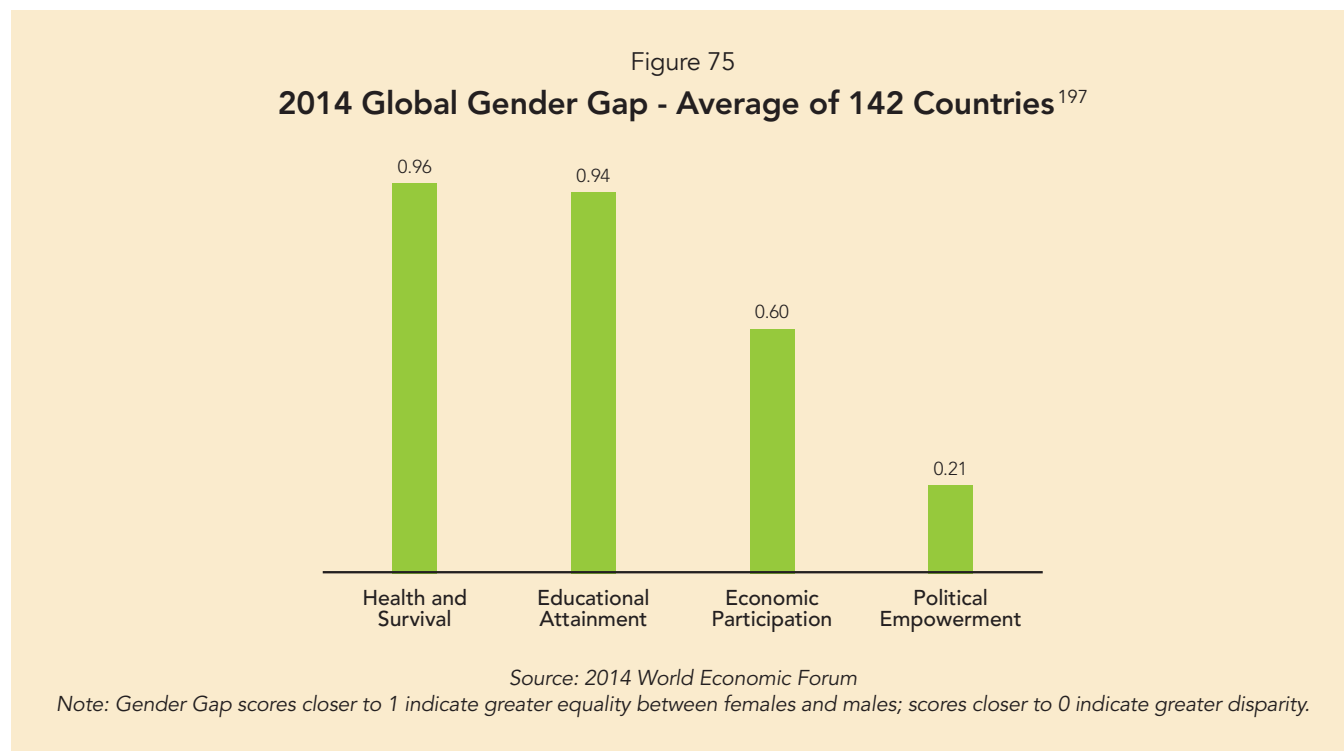
A nation benefits when its talent pool — both female and male — has equitable access to resources and opportunities necessary for growth and success. Because a country's economic and social wellbeing depends significantly on how it educates and engages its population, Mount Saint Mary's University has undertaken this Report on the Status of Women and Girls in California to draw attention to areas where women are underrepresented.

## The Gender Gap Index

The World Economic Forum has released a global gender gap report for individual countries each year since 2006.<sup>195</sup> In 2014, 142 countries were included in the study. A country's overall global gender gap index is taken as an average of scores in four areas that are important to a country's global competitiveness and sustainability:

- Economic Participation and Opportunity
- Educational Attainment
- Health and Survival
- Political Empowerment

Each of the four area scores that define the country's gender gap is calculated from a weighted average of the two to five ratios (female values to male values) under each area or category:<sup>196</sup> When the ratio is 1, gender equality exists; the closer the ratio is to 0, the greater the disparity between female and male values with males having a higher value. Because the report highlights only gender disparity, the maximum value of the score is taken as "1" when the female/male ratio exceeds unity.



<sup>195</sup> The World Economic Forum. The Global Gender Gap Report 2014 (Oct. 28, 2014). Report can be accessed at [www.weforum.org/reports](http://www.weforum.org/reports)

<sup>196</sup> The weighted average of the ratios within each category is based on the uncertainty in each variable; please see The Global Gender Gap Report 2014 for details.

<sup>197</sup> World Economic Forum. 2014 The Global Gender Gap Report 2014. <http://www.weforum.org/reports/global-gender-gap-report-2014>

## HEALTH & SURVIVAL

Globally, gender equality in terms of birth ratios and life expectancies is close to being met; 35 countries have a score of 1.

## EDUCATIONAL ATTAINMENT

Examining literacy rates and educational enrollment (at the primary, secondary, and tertiary levels) across the world, the Global Gender gap score is also close to equity, with 25 countries having a score of 1.

## ECONOMIC PARTICIPATION

When the focus shifts to women in the labor force, wage equality, earned income, participation in leadership roles (e.g., legislators, senior officials, managers), and the number of professional and technical workers, women continue to be significantly under-engaged.

## POLITICAL EMPOWERMENT

The greatest gender disparity on a global basis exists in terms of the political representation of women in key public positions: for example, as lawmakers and heads of state.

Figure 76

### The five top-ranked countries with greatest overall gender parity<sup>198</sup>

| Country | Overall Score | Economic Participation/Opportunity | Educational Attainment | Health and Survival | Political Empowerment |
|---------|---------------|------------------------------------|------------------------|---------------------|-----------------------|
| Iceland | 0.8594        | 0.8169                             | 1.000                  | 0.9654              | 0.6554                |
| Finland | 0.8453        | 0.7859                             | 1.000                  | 0.9789              | 0.6162                |
| Norway  | 0.8374        | 0.8357                             | 1.000                  | 0.9695              | 0.5444                |
| Sweden  | 0.8165        | 0.7989                             | 0.9974                 | 0.9694              | 0.5005                |
| Denmark | 0.8025        | 0.8053                             | 1.000                  | 0.9741              | 0.4306                |

Source: 2014 World Economic Forum

It is important to recognize that the Global Gender Index does *not* address the level of attainment in any area: it is concerned only with highlighting gender inequities in economics, education, health, and political areas.

198 *Ibid.* Part 1: The Global Gender Gap and its Implications. Table 3: Global rankings, 2014.

## The U.S. Index and Global Ranking

Among the 142 countries included in the 2014 Report, the United States scored 0.746, ranking 20th internationally with respect to gender parity.

Figure 77  
The Historical Trend of U.S. Rankings in Gender Gap Scores<sup>199</sup>

|  | 2014 Score | Ranking (among 142 countries) | 2010 Score | Ranking (among 134 countries) | 2006 Score | Ranking (among 115 countries) |
|--|------------|-------------------------------|------------|-------------------------------|------------|-------------------------------|
| Economic Participation and Opportunity | 0.828      | 4                             | 0.799      | 6                             | 0.759      | 3                             |
| Educational Attainment                 | 0.998      | 39                            | 1.000      | 1                             | 0.982      | 66                            |
| Health and Survival                    | 0.975      | 62                            | 0.979      | 38                            | 0.980      | 1                             |
| Political Empowerment                  | 0.185      | 54                            | 0.186      | 40                            | 0.097      | 66                            |
| Total                                  | 0.746      | 20                            | 0.741      | 19                            | 0.704      | 23                            |

Note: The score is numerically equal to the female/male ratio except when the ratio exceeds "1".  
Source: 2014 World Economic Forum

Since 2006, the U.S. gender gap score in economic participation and opportunity has improved from 0.759 to 0.828. From 2008-2012, the educational attainment score was "1" every year and the country ranked first with other countries in reaching gender equality in educational attainment. In 2014, this ratio was reported as 0.998, dropping the U.S. to 39th among the 142 countries included in the 2014 Report.

Although the U.S. gender gap score in political empowerment has increased significantly from 2006, it remains less than 0.2; this is the largest gender disparity among the four areas used to calculate the country's gender gap. The large disparity between women and men in the political area results from the low representation of females in public office (e.g., legislative, cabinet-level positions, and head of state).

## If California were a country...

Where similar data appear in the 2015 Report on the Status of Women and Girls in California, we have calculated where California would measure in terms of gender equality.

Figure 78  
Demographics<sup>200</sup>

|               | Total Population | Female/Male Ratio |
|---------------|------------------|-------------------|
| World         | 7,098,495,231    | 0.99              |
| United States | 316,128,839      | 1.02              |
| California    | 38,332,521       | 1.01              |

Source: U.S. Census, 2013

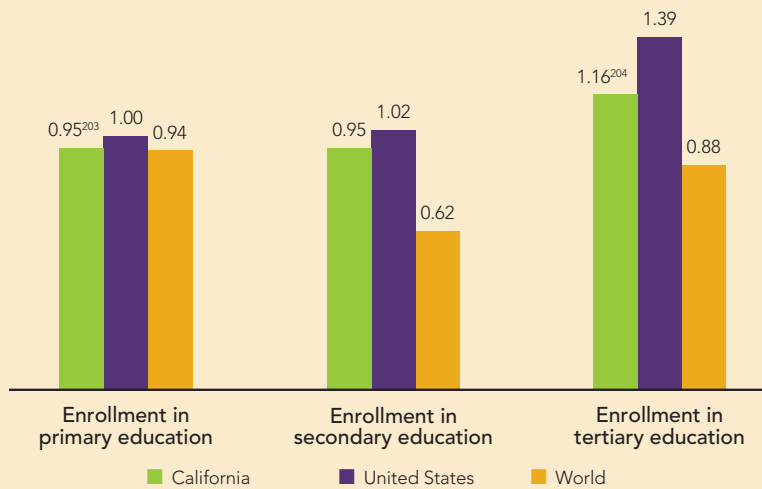
Around the world, as in California and the U.S., females and males are in roughly equal numbers with each comprising 50% of the population.

199 Ibid. Part 2 Country Profiles

200 U.S. Census. [http://census.gov/population/international/data/worldpop/tool\\_population.php](http://census.gov/population/international/data/worldpop/tool_population.php)



Figure 79  
**2014 Education Ratios: Female/Male Values<sup>201</sup>**



Sources: For world and US data, 2014 World Economic Forum, *The Global Gender Gap Report 2014*; for California primary and secondary enrollment data; for tertiary enrollment data, California Department of Education and U.S. Census 2013 ACS 1-Year Estimates

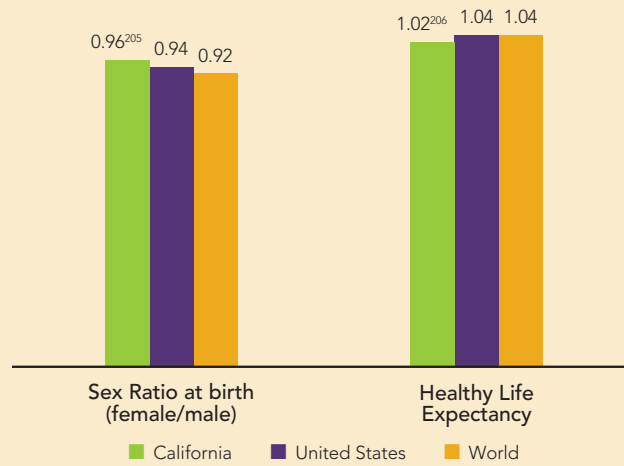
From 2013–14, over 6 million students were enrolled in California primary and secondary schools; roughly 49% were girls. There are a greater number of females than males enrolled in post-secondary educational institutions in both California and the nation as a whole.

201 2014 The Global Gender Gap Report 2014, World Economic Forum [http://www.weforum.org/docs/WEF\\_GenderGap\\_Report\\_2014.pdf](http://www.weforum.org/docs/WEF_GenderGap_Report_2014.pdf)

202 California Department of Education. *Enrollment by Gender for 2013–14* <http://dq.cde.ca.gov/dataquest/>

203 U.S. Census, 2013 ACS 1-Year Estimates. Table B14004: Sex by College or Graduate School enrollment by type of school by age for the population 15 years and over. <http://factfinder2.census.gov>

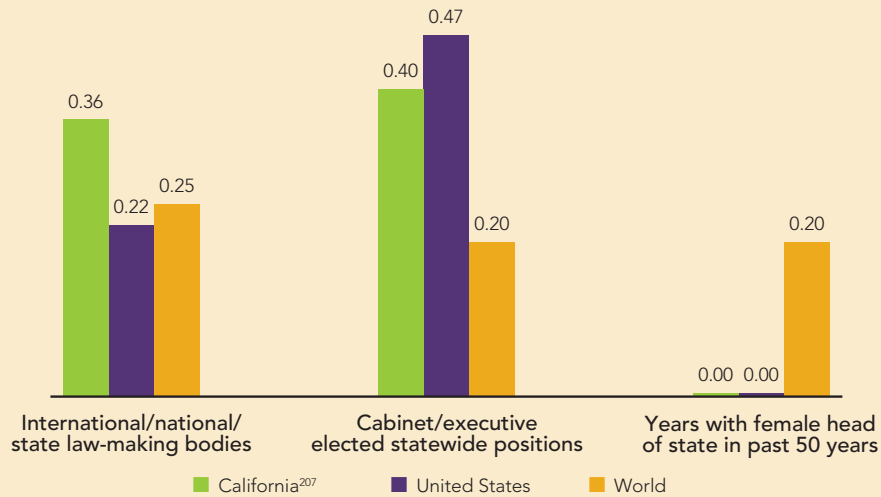
Figure 80  
**2014 Health and Survival: Female-to-Male Ratios**



Source: State of California, Department of Public Health; Centers for Disease Control and Prevention

The United States ranks 62nd among 142 countries with respect to health and survival; it ranks 76th with respect to the healthy life expectancy ratio.

Figure 81  
**2014 Political Empowerment: Female-to-Male Ratios**



Note: The World Sample and U.S. data are taken from the 2014 Global Gender Gap Report; see Part 1, Table 1 of the report for data sources (which generally reflect appointments up to January 2014).

204 State of California, Department of Public Health, Birth Records. Live Births by Plurality of Delivery, Sex of child, and by race/ethnic group of mother, California, 2010 (Table 2-14). [www.cdph.ca.gov/data/](http://www.cdph.ca.gov/data/)

205 State-Specific Healthy Life Expectancy at Age 65 Years — United States, 2007-2009. Morbidity and Mortality Weekly Report, July 19, 2013/62(28); 561-566, Centers for Disease Control and Prevention <http://www.cdc.gov/mmwr/preview/mmwrhtml/mm6228a1.htm>

206 Center for American Women and Politics (CAWP), Eagleton Institute of Politics, Rutgers University (2014) State Fact Sheet: California. [www.cawp.rutgers.edu/fast\\_facts/resources/state\\_fact\\_sheets/CA.php](http://www.cawp.rutgers.edu/fast_facts/resources/state_fact_sheets/CA.php)

The U.S. ranks 54th of 142 countries overall in terms of political empowerment of women. This ranking is based on 18 women and 80 men who are U.S. senators, 27 women (and 73 men) in cabinet positions, and because there has never been a woman president.<sup>207</sup>

California has a relatively impressive proportion of women representing the state in Washington, D.C. With 20 women and 35 men serving in the U.S. Congress, the female-to-male ratio for both houses is 0.57. Representation of women in Sacramento is significantly less: With 32 women and 88 men serving in the state legislature, the ratio is 0.36. While this ratio is greater than that for the United States and the world, California has two women and five men (for a ratio of 0.40) in executive branch cabinet-level positions.

Figure 82

### Economic Participation and Opportunity Female/Male Ratios

|  | World Sample | United States | Alternative U.S. | California <sup>213, 214</sup> |
|--|--------------|---------------|------------------|--------------------------------|
| Labor Force (≥16 years)                    | 0.67         | 0.86          | 0.89             | 0.84                           |
| Wage equality for similar work (survey)    | 0.61         | 0.66          | 0.79             | 0.84                           |
| Legislators, senior officials and managers | 0.27         | 0.75          | 0.65             | 0.66                           |
| Professional and technical workers         | 0.65         | ≥1.00         | 1.24             | 1.07                           |

*Note: The World Sample and United States ratios are taken from the 2014 Global Gender Gap Report.*

*The alternative U.S. and California data for labor force and wage equality are taken from U.S. Census data; the wage equality is based on a 2013 estimate of the ratio of median salaries for full-time, 12-month year-round workers.*

*Sources: 2014 World Economic Forum; U.S. Census 2013 ACS 1-Year Estimates; EEO Tabulation 2006-2010 (5-Year ACS data).*

Analysis of the gender gap ratios in “legislators, senior officials and managers” and “professional and technical workers” at the state and national levels reveals that women are not equally represented among all occupations within each cluster.

207 2014 The Global Gender Gap Report 2014, World Economic Forum. Part 2: Country Profiles (United States) [http://www.weforum.org/docs/WEF\\_GenderGap\\_Report\\_2014.pdf](http://www.weforum.org/docs/WEF_GenderGap_Report_2014.pdf)

208 US Census. 2013 ACS 1-Year Estimates. Table DP03 Selected Economic Characteristics for labor force and median salary (for full-time, year-round workers) <http://factfinder2.census.gov/>

209 US Census EEO Tabulation 2006-2010 (5-Year ACS Data) Tables EEO-ALL01W for Chief Executives and Legislators; EEO-ALL03W for Management, Professional and Technical workers <http://factfinder2.census.gov/>

Figure 83

### Gendered Occupations within Occupational Clusters in California and the U.S.

|   | CA Female | CA Male   | CA F/M Ratio | US Female  | US Male    | US F/M Ratio |
|---|-----------|-----------|--------------|------------|------------|--------------|
| Chief executives and legislators <sup>212</sup>           | 33,460    | 117,340   | 0.28         | 244,650    | 865,125    | 0.28         |
| Management, business and financial workers <sup>213</sup> | 872,110   | 1,258,920 | 0.69         | 7,050,810  | 10,425,735 | 0.68         |
| TOTAL legislators, senior officials and managers*         | 905,570   | 1,376,350 | 0.66         | 7,295,460  | 11,290,860 | 0.65         |
| Science/engineering/computing <sup>214</sup>              | 181,715   | 599,430   | 0.30         | 1,296,510  | 4,316,835  | 0.30         |
| Healthcare practitioner professional                      | 337,040   | 157,390   | 2.14         | 3,516,710  | 1,323,075  | 2.66         |
| Other professional workers                                | 1,102,800 | 7625,690  | 1.44         | 9,555,450  | 5,943,815  | 1.61         |
| TOTAL professional and technical workers                  | 1,621,555 | 1,522,510 | 1.07         | 14,368,670 | 11,583,725 | 1.24         |

\*Note: Key leadership positions in public and private sectors are included here.  
Source: U.S. Census, EEO Tabulation 2006-2010 (5-Year ACS Data)

The table above shows that while the female-to-male ratio of all legislators, senior officials and managers is 0.66 for California, the proportion of women holding top executive positions and legislative office is much smaller (0.28). In terms of total professional and technical workers, the female-to-male ratio is greater than 1. However, the proportion of women in the fields of science/engineering and computing are very low (0.30): less than one female for every three males has a career in these fields.

In summary, the United States manifests gender inequities that are also apparent in California. On a global scale, California fares slightly better in engaging women than the nation as a whole in terms of wage equity and women in legislative bodies. While the state has more women than men overall in the professional and technical workers, it ranks less well than the United States (female to male ratios of 1.07 and 1.24, respectively).

The gender ratio of women to men in top executive positions and as legislators (0.28), as well as the proportion of women in science/engineering/computing fields (0.30), highlight two critical areas where women in the state, the nation and the world are underrepresented.

210 U.S. Census, EEO Tabulation 2006-2010 (Table EEO-ALL01W) <http://factfinder2.census.gov/>

211 U.S. Census, EEO Tabulation 2006-2010 (Table EEO-ALL03W) <http://factfinder2.census.gov/>

212 *Ibid.*

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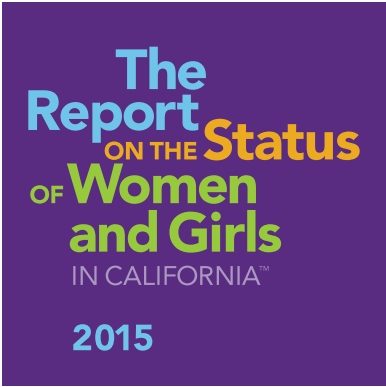
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