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Saint Mary's
University

## Table of Contents

A Message from the President ..... 1
Overview ..... 2
Demographics ..... 4
Education ..... 9
Employment and Earnings ..... 17
Poverty ..... 28
Media ..... 33
Political Representation ..... 39
Business Leadership ..... 43
Physical Health ..... 49
Mental Health ..... 59
Violence ..... 64
Veterans ..... 70
A Global Perspective: Mind the Gender Gap! ..... 76
Contributors and Acknowledgments ..... 83
Index of Figures ..... 84

## 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


## 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 ${ }^{\top M}$ - 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,



## 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 ${ }^{\text {TM }}$, 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 ${ }^{1}$

316,128,839 U.S. population
38,332,521 California population
19,260,275 California women and girls ${ }^{2}$

## Race and Ethnicity

California's women of color have increased from 56\% of the state's female population in 2005 to $61 \%$ in $2013 .{ }^{3}$

Figure1
Percentage of Women of Color in California is Increasing

*The population numbers in this table are rounded to the nearest 1,000; percentages are rounded to the nearest whole number. Source: U.S. Census Bureau, 2013, American Community Survey 1-Year Estimates

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.

[^0]According to the 2010 Census, California has the largest number of residents identifying with two or more races; ${ }^{4}$ the percentage of Californians in this category has increased at statistically significant rates each year for the past three years. ${ }^{5}$

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 ${ }^{6}$


Note: Percentages may not sum to 100 due to rounding.
Source: U.S. Census Bureau, 2013, ACS 1-Year Estimates (Table S0101)

[^1]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 .

Figure 4
Distribution of California Females by Age and Ethnicity


Source: U.S Census Bureau, 2013, ACS 1-Year Estimates (Table B01001 for age distribution; Table B01002 for median age)

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. ${ }^{7}$

## 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. ${ }^{8}$ These percentages mirror U.S. women as a whole.

[^2]6

## 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. ${ }^{9}$

## 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. ${ }^{10}$

Figure 5
Demographics of California Births 2013


Source: U.S. Census Bureau, 2013, ACS 1-Year Estimate (Table S1301 for total births; Table B13002 for ethnic percentages)

In California, 48\%, of women giving birth were Latina; 29\% were white; $15 \%$ were Asian; and $6 \%$ were African American. ${ }^{11}$
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. ${ }^{12}$

[^3]
## Immigration

Over one-quarter (27\%) of California's population report being foreign-born, compared to $13 \%$ of the U.S. population. ${ }^{13}$

Figure 6
The Majority of California's Immigrant Populations Originate from Asia and Latin America


Source: U.S. Census Bureau, 2013, ACS 1-Year Estimates (Table S0201)

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. ${ }^{14}$ Across the state, English is spoken by $57 \%$ of all residents ${ }^{15}$; however, nearly $19 \%$ of Californians rate themselves as speaking English less than "very well," compared to $9 \%$ of the population across the United States. ${ }^{16}$

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. ${ }^{17}$

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. ${ }^{18}$

[^4]
## 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. ${ }^{19}$

## 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.

[^5]
## HIGH SCHOOL GRADUATION RATES

The high school cohort graduation rates ${ }^{21}$ reported for students in California has increased in recent years. ${ }^{22}$ 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 $77 \%{ }^{23}$ Parallel to graduation rates, the dropout rate for 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.

Figure 8
California High School Graduation Rates are Increasing


Source: California Department of Education

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. ${ }^{24}$

[^6]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. ${ }^{25}$ 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. ${ }^{26}$

[^7]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 ${ }^{27}$


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.


[^8]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. ${ }^{28}$

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.

Figure 12
Boys Tend to Perform Better than Girls on AP Examinations for Life and Physical Science Courses ${ }^{29}$


[^9]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. ${ }^{30}$

Figure 14


Source: U.S. Census 2013 ACS 1-Year Estimates (Table B15002)

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. ${ }^{32}$

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. ${ }^{33}$

[^10]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. ${ }^{34}$

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. ${ }^{35}$

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. ${ }^{36}$

[^11]
## 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

| California | Total Estimate | In Labor Force Estimate | Unemployment Rate |
| :--- | :---: | :---: | :---: |
| Population 20-64 years | $23,274,963$ | $76.1 \%$ | $9.4 \%$ |
| Women | $11,577,446$ | $69.7 \%$ | $9.5 \%$ |
| Men | $11,967,517$ | $82.5 \%$ | $9.3 \%$ |
| United States |  |  |  |
| Population 20-64 years | Total Estimate | In Labor Force Estimate | Unemployment Rate |
| Women | $188,966,533$ | $76.9 \%$ | $7.9 \%$ |
| Men | $95,120,042$ | $72.1 \%$ | $7.7 \%$ |

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. ${ }^{37}$

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

[^12]Figure 17
Women's Unemployment Rates ${ }^{38}$


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\%. ${ }^{39}$

[^13]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. ${ }^{40}$

[^14]
## 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. ${ }^{41}$

[^15]
## healthcare practitioner and technical occupations

Figure 20
California Women are Concentrated in Nursing, Healthcare Technology Careers


Source: U.S. Census Bureau, 2013

For the majority of healthcare and technical occupations, women outnumber men by at least 2:1. However, in the higherpaying "physicians and surgeons" category, men outnumber women at the same $2: 1$ ratio. ${ }^{42}$

## SALES AND OFFICE OCCUPATIONS

Figure 21
More California Men than Women Hold Supervisory Positions


In sales and office occupations, men hold more supervisory positions in retail and non-retail work while women occupy the majority of cashier positions. ${ }^{43}$

[^16]EDUCATION, LEGAL, COMMUNITY SERVICE, ARTS, AND MEDIA OCCUPATIONS

Figure 22
California Gender Ratios in Education/Legal 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. ${ }^{44}$

## MANAGEMENT, BUSINESS, AND FINANCIAL OCCUPATIONS

Figure 23
California Gender Ratios in 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. ${ }^{45}$

[^17]Figure 25
California Women Still Earn Less Than Men in All Occupational Categories

| Occupation Clusters | Median <br> Female Earnings | Median <br> Male Earnings | Gender Wage Gap: <br> Female/Male Earnings |
| :---: | :---: | :---: | :---: |
| Management, business and financial | $\$ 63,363$ | $\$ 84,394$ | 0.75 |
| Healthcare pracitioners 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. ${ }^{46}$

## Women in STEM Professions

Figure 26
Prevalence and Salaries of California Women in STEM Professions

|  | Percentage of the Profession <br> That is Female | Median <br> Female Salary | Median <br> 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

[^18]Figure 27
California Companies Self-Reported Female Workforce ${ }^{47}$


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. ${ }^{48}$ In December 2014, Intel announced a gender diversity initiative to help build a pipeline of female and underrepresented engineers and computer scientists, as well as to actively support hiring and retaining more women. ${ }^{49}$

[^19]Figure 28
California Companies Self-Reported Technology Workforce: Females in Leadership and Technical Positions


Source: Fortune 2014

Figure 29

## Top Paying Jobs in California

| Occupation | 2014 Median Wage Hourly | 2014 Median Wage Annual |
| :--- | :---: | :---: |
| 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. ${ }^{50}$

[^20]
## 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. ${ }^{51}$

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 ${ }^{52}$ 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 subsides) are not counted. ${ }^{53}$

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. ${ }^{54}$ 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 $24 \%$.

[^21]
## 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 $7 \%$ ). ${ }^{55}$

Figure 30
Percent of Californians Living Near or Below Poverty, by Gender (2011-2013)


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

There is a greater inequality, with respect to poverty levels among women across ethnic groups, than that between women and men. ${ }^{56}$

Figure 31
More than One-Quarter of African-American Women Live in Poverty


Source: U.S. Census 2011-2013 ACS 3-Year Estimates (Table C17001 B-I)

[^22]While the average of all California women living below the poverty level is 18\%, at least one out of every four AfricanAmerican 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. ${ }^{57}$

Figure 32

|  | 2009 | 2010 | 2011 | 2012 | 2013 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| All families | 11\% | 12\% | 12\% | 13\% | 13\% |
| With related children <18 yr | 16\% | 18\% | 19\% | 19\% | 19\% |
| With related children $<5 \mathrm{yr}$ | 14\% | 16\% | 17\% | 17\% | 17\% |
| Married couple families | 6\% | 7\% | 8\% | 8\% | 8\% |
| With related children <18 yr | 9\% | 11\% | 11\% | 11\% | 11\% |
| With related children $<5 \mathrm{yr}$ | 7\% | 8\% | 8\% | 7\% | 8\% |
| Families with female householder, no husband |  |  |  |  |  |
| present (single mother households) | 25\% | 26\% | 28\% | 29\% | 29\% |
| With related children <18 yr | 34\% | 35\% | 37\% | 39\% | 39\% |
| With related children $<5 \mathrm{yr}$ | 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. ${ }^{58}$

[^23]Nearly 40\% of Latinas who are Single Mothers Live in Poverty


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). ${ }^{59}$

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

[^24]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 $90^{\text {th }}$ percentile to those earning at the $10^{\text {th }}$ 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 90th percentile is 11 times greater than income at the 10th percentile. ${ }^{60}$

[^25]
## 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, ${ }^{61}$ serving primarily as producers. ${ }^{62}$ Women fare slightly better in the television industry, holding $27 \%$ of the behind-the-scenes occupations in $2013 .{ }^{63}$

## 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: ${ }^{64}$


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 $2013 .{ }^{65}$ 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 2013-14.66

[^26]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. ${ }^{69}$

## 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-thescenes roles in 2013-14 are women. ${ }^{70}$

[^27]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 colead role. ${ }^{71}$ 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. ${ }^{72}$

## 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. ${ }^{73}$ Nearly three-quarters of all female characters are white.

[^28]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. ${ }^{74}$

In 2013-14 prime-time television, female characters tend to be younger than male characters. ${ }^{75}$
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.

[^29]Figure 38
More Than Half of Female TV Leads Portrayed as Unskilled/Having no Jobs ${ }^{76}$


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. ${ }^{77}$

## 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. ${ }^{78}$

[^30]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. ${ }^{79}$ 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.

[^31]
## 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 $114^{\text {th }}$ 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.

Figure 39
Women are Underrepresented in the U.S. Congress


Source: Center for American Women and Politics, Rutgers University ${ }^{80}$

* As a result of a special election, Alma Adams (D-NC) became the $100^{\text {th }}$ woman in the current Congress and the 8th 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.

[^32]
## 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. ${ }^{81}$

## 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.

Figure 41

## Participation of Women in 2014 California Statewide Elections



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.

[^33]
## CALIFORNIA LEGISLATURE ELECTIONS

Figure 42
Participation of Women in 2014 California State Legislature Elections


Source: California Secretary of State ${ }^{83}$

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.

Local Representation

Figure 44
Women are Minority of Elected Officials at all Levels of Local Government in California


Note: Numbers and percentage of positions held by women and men at each level are listed
Source: The Leadership California Institute ${ }^{85}$

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. ${ }^{86}$

[^34]
## Business Leadership

California has more women-owned firms that 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. ${ }^{87}$

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.

Figure 45
California Shows a 59\% Growth in Women-Owned Firms from 1997-2014


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

## 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. ${ }^{88}$

[^35]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 Latinaowned 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 ${ }^{89}$

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.

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. ${ }^{90}$ 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



[^36]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 $2013 .{ }^{92}$ 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 $2013 .{ }^{93}$ 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. ${ }^{94}$

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. ${ }^{95}$ Two companies have gender-balanced leadership teams that are 50\% women and 50\% men. ${ }^{96}$

[^37]
## 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. ${ }^{97}$ 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.

[^38]In September 2013, California passed a resolution (SCR-62) to encourage equitable and diverse gender representation on corporate boards by December 2016. ${ }^{98}$ 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. ${ }^{99}$ Among companies with the most women in key leadership positions, $96 \%$ meet the standards of SCR-62, up from 74\% last year.

[^39]
## 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." ${ }^{100}$ 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). ${ }^{101}$


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.

[^40]
## 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. ${ }^{104}$

Figure 51

# California Birth Counts by Ethnicity or Race of Mother ${ }^{105}$ 



## TEEN BIRTHS

Births to teens ages 15-19 declined nationally to 26.6 per 1,000 women in 2013, ${ }^{106}$ 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 $2012 .{ }^{107}$

[^41]
## 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. ${ }^{108}$ However, racial disparities persist. In 2012, Latinas and African-American women experienced disproportionately higher rates of preterm birth. ${ }^{109}$

Figure 52
Preterm Birth by Racial or Ethnic Group in California


* Indicates that these populations have rates of preterm birth disproportionately higher than their representation in the larger 2012 birth cohort. ^ Indicates that these populations have rates of preterm birth disproportionately lower than their representation in the larger 2012 birth cohort. Source: U.S. Department of Health and Human Services


## 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.

[^42]Figure 53
Infants Whose Mothers Received Prenatal Care in the First Trimester, by Race/Ethnicity ${ }^{110}$


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. ${ }^{111}$ California's mothers initiate breastfeeding at $93 \%$. In 2013, 65\% of California's mothers exclusively breastfed their infants at birth. ${ }^{112}$

[^43]
## Obesity

Figure 54
Overweight and Obesity among Adolescents ${ }^{113}$


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. ${ }^{114}$

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

[^44]
## Smoking

The percentage of female smokers in California declined from 2003-2009; however, a slight uptick was observed in 2011 $2012 .{ }^{115}$

Figure 56

## Smoking Status, California Adults and Teens (2003-2012)



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\%). ${ }^{116}$

[^45]
## Leading Causes of Death in Women

For adult women in the state, the leading causes of death continue to be heart disease and cancer. ${ }^{117}$

Figure 57
Underlying Causes in Death of California Females, 2012


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. ${ }^{118}$

[^46]
## 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. ${ }^{119}$

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. ${ }^{120}$

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. ${ }^{121}$ 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. ${ }^{122}$ 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. ${ }^{123}$

## 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." ${ }^{124}$ 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."125

[^47]Figure 58
Percentage of Older Adult Women who are Up-to-Date with Select Clinical Preventative Services ${ }^{128}$


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, $2010{ }^{126}$


Papanicolaou Test


Source: Centers for Disease Control and Prevention
The screening rates vary within population groups as well.

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. ${ }^{127}$

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. ${ }^{128}$ Among Latinas, Latina Europeans report the lowest numbers receiving routine breast cancer screenings, with 73\%, while South American Latinas report the highest numbers, at $83 \%$.

[^48]
## 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. ${ }^{129}$

Figure 60
Fewer California College Women Than Men
Rate Themselves Highly Confident in Academic or Social Situations


Notes: Academic self-concept measures students' beliefs about their own abilities/confidence in academic environments; social self-concept measures self-ratings of abilities/confidence in social situations; pluralistic orientation is a measure of skills for living and working in a diverse society. For more information, view the report at www.heri.ucla.edu
Source: Higher Education Research Institute (2013), Cooperative Institutional Research Program (CIRP)

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.

[^49]
## Serious Psychological Distress (SPD)

California women are more likely than men to seek mental health care for serious psychological distress. ${ }^{130}$ 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. ${ }^{131}$

Figure 61
Rates of Serious Psychological Distress Reported Among Adult Women

| Family Structure | Single Women are More Likely <br> to Report SPD Than Married Women | Estimated number in each group <br> 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. ${ }^{132}$

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. ${ }^{133}$

[^50]
## 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.

[^51]Figure 63

## Employment Status and Educational Attainment of California Women who are in Substance Abuse Treatment ${ }^{135}$

| Employment <br> Status | \% Women <br> In Treatment | Educational <br> Attainment |
| :--- | :--- | :--- |
| Employed | $10 \%$ | Less than a High School education |

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. ${ }^{136}$

## 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). ${ }^{137}$


[^52]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. ${ }^{139}$ 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. ${ }^{140}$

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\%). ${ }^{141}$ While suicide among males is four times higher than among females, females are more likely than males to have suicidal thoughts. ${ }^{142}$

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. ${ }^{143}$

## 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. ${ }^{144}$

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. ${ }^{145}$

[^53]
## Violence

Women and girls experience unique forms of violence that have both immediate and long-term physical and mental health effects. ${ }^{146}$ 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. ${ }^{147}$ According to a California study, an estimated $40 \%$ of California females have experienced physical intimate partner violence in their lifetime. ${ }^{148}$ Women in racial minorities are more likely to be victims of IPV. ${ }^{149}$

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. ${ }^{150}$

[^54]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. ${ }^{151}$

Figure 65
Ethnic/Racial Disparities among California Adults ages 18-65
who have Experienced IPV, California $2007{ }^{152}$


Note: These percentages are based on an analysis of the 2007 California Health Interview Survey and are not disaggregated by gender. Due to small sample size, the estimate for Native Hawaiians/Pacific Islanders is unreliable.

Source: UCLA Center for Health Policy Research (April 2010)

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. ${ }^{153}$

[^55]
## Figure 66

# Percent of U.S. Female Homicide Victims Killed by an Intimate Partner, 2006-2010 ${ }^{154}$ 



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. ${ }^{155}$

Nonfatal incidents of IPV take many forms. The more common crimes involving an intimate partner experienced by women in the United States include: ${ }^{156}$

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

[^56]
## 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. ${ }^{157}$

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 $18 .{ }^{158}$

In California, a reported 2 million females have been raped over their lifetimes, while 5.6 million have experienced sexual violence other than rape. ${ }^{159}$

Figure 67
The Rate of Forcible Rape of California Females is Decreasing ${ }^{160}$


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. ${ }^{161}$

[^57]
## 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. ${ }^{162}$

Figure 68
2013 Bias Motivation of Hate Crimes by Percent

|  | $\begin{gathered} \text { \% of total } \\ \text { incidents } \text { CA }^{164}(N=860) \end{gathered}$ | \% of total incidents US ${ }^{165}(\mathrm{~N}=5,928)$ |
| :---: | :---: | :---: |
| Sexual Orientation | 25\% | 20\% |
| Anti-male homosexual | 49\% | 63\% |
| Anti-female homosexual | 13\% | 13\% |
| Anti-lesbian, gay, bisexual, transgender (mixed group) | 36\% | 23\% |
| Anti-bisexual | 1\% | 2\% |
| Gender | 3\% | 0.8\% |
| 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. ${ }^{165}$ 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.

[^58]
## 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. ${ }^{166}$

Figure 69

## Human Trafficking Statistics ${ }^{167}$

|  | Estimated number <br> worldwide | $\%$ of worldwide victims <br> who are women and girls | Estimated number <br> in California ${ }^{169}$ |
| :--- | :---: | :---: | :---: |
| Estimated number of <br> human trafficking victims | 20.9 million persons <br> at any one time | $64 \%$ | (July 1, 2010-June 30, 2012) |

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. ${ }^{169}$

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. ${ }^{170}$

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. ${ }^{171}$

[^59]
## 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\%. ${ }^{172}$ In California, the percentage of women veterans is projected to increase from $10 \%$ to $13 \%$ in $2023 .{ }^{173}$ 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. ${ }^{174}$ However, women veterans across the U.S. report experiencing trauma, which leads to significant disabilities in greater proportion than their nonveteran counterparts. ${ }^{175}$

## 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. ${ }^{176}$

## ETHNIC/RACIAL COMPOSITION

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

Figure 70
Ethnic/Racial Composition of California Female Veterans and of Total Population ${ }^{177}$


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

[^60]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.

Figure 71

## California's Female Veterans Tend to be Younger than Male Veterans ${ }^{178}$



Source: U.S. Census, 2013 ACS 1-Year Estimates (Table B21001: Sex by Age by Veteran Status for the Civilian Population 18 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.

[^61]
## 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 nonveteran women. ${ }^{179}$

## Figure 72

## Educational Attainment of California Females 18 Years and Older ${ }^{180}$



Note: For comparison purposes, a 2012 database is selected for each of the subpopulations. Source: U.S. Census Bureau, 2012 ACS 1-Year Survey

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. ${ }^{181}$

[^62]
## Healthcare

Slightly less than a quarter of women veterans (23\%) utilize the U.S. Department of Veterans Affairs' health services. ${ }^{182}$ 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. ${ }^{183}$ 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. ${ }^{184}$

## Service-Related Trauma

## SERVICE-RELATED DISABILITIES

Among California women and men who have served in the military, $16 \%$ suffered a service-connected disability. ${ }^{185}$

Figure 73

## California Veterans with a Service-Connected Disability



[^63]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. ${ }^{186}$

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
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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

## 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." ${ }^{187}$

In a 2012 survey of active-duty service members, 6\% of women reported experiencing unwanted sexual contact in the past year. ${ }^{188}$ While the exact rate of military sexual trama 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. ${ }^{189}$

For California women veterans, $73 \%$ report experiencing sexual harassment and $40 \%$ report sexual assault while in the military. ${ }^{190}$

A 2014 study ${ }^{191}$ 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.

Figure 74

## Military Sexual Trauma Reported by Los Angeles County Veterans



Source: Castro et al., University of Southern California

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.

[^64]
## Housing Instability and Homelessness

Across the United States, over 130,000 veterans may be homeless on a given night; $5 \%$ of these are women. ${ }^{192}$ 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. ${ }^{193}$

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. ${ }^{194}$

[^65]
## 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. ${ }^{195}$ 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: ${ }^{196}$ 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.

Figure 75
2014 Global Gender Gap - Average of 142 Countries ${ }^{197}$


Source: 2014 World Economic Forum
Note: Gender Gap scores closer to 1 indicate greater equality between females and males; scores closer to 0 indicate greater disparity.

[^66]
## HEALTH \& SURVIVAL

Globally, gender equality in terms of birth ratios and life expectancies is close to being met; 35 counties 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 ${ }^{198}$

| County | Overall <br> Score | Economic <br> Participation/Opportunity | Educational <br> Attainment | Health <br> and Survival | Political <br> 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.

[^67]
## 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 ${ }^{199}$

|  | $\begin{aligned} & 2014 \\ & \text { Score } \end{aligned}$ | Ranking (among 142 countries) | $\begin{aligned} & 2010 \\ & \text { Score } \end{aligned}$ | Ranking (among 134 countries) | $\begin{aligned} & 2006 \\ & \text { Score } \end{aligned}$ | 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 ${ }^{200}$

|  | 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.

Ibid. Part 2 Country Profiles

Figure 79
2014 Education Ratios: Female/Male Values ${ }^{201}$


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.

[^68]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 76 th 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).

[^69]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. ${ }^{207}$

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 ${ }^{213,214}$ |
| :--- | :---: | :---: | :---: | :---: |
| Labor Force ( $\geq 16$ 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 officals and managers | 0.27 | 0.75 | 0.65 | 0.66 |
| Professional and technical workers | 0.65 | $\geq 1.00$ | 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.

[^70]Figure 83
Gendered Occupations within Occupational Clusters in California and the U.S.

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

[^71]
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## Index of Figures

## DEMOGRAPHICS

Figure 1 Percentage of Women of Color in California is Increasing ..... 4
Figure 2 Number of Californians Identifying with Two or More Races is Increasing ..... 5
Figure 3 One-Third of California Females are Less Than 25 Years of Age ..... 5
Figure 4 Distribution of California Females by Age and Ethnicity ..... 6
Figure 5 Demographics of California Births 2013 ..... 7
Figure 6 The Majority of California's Immigrant Populations Originate from Asia and Latin America ..... 8
EDUCATION
Figure 7 Girls' K-12 Enrollment by Ethnicity ..... 9
Figure 8 California High School Graduation Rates are Increasing ..... 10
Figure 9 California Girls Graduate from High School at a Higher Rate than Boys ..... 11
Figure 10 Girls Tend to Score Lower on Most Areas Except English/Language Arts on STAR Tests ..... 12
Figure 11 Girls Tend to Perform as Well or Better than Boys on AP Examinations in English and the Language Arts ..... 12
Figure 12 Boys Tend to Perform Better than Girls on AP Examinations for Life and Physical Science Courses ..... 13
Figure 13 Boys Tend to Perform Better on AP Examinations for College-Level Computer Science and Mathematics Courses ..... 14
Figure 14 More Women than Men Hold Postsecondary Degrees in California ..... 15
Figure 15 Bachelor's Degree Attainment in STEM Fields, 2011 ..... 16
EMPLOYMENT AND EARNINGS
Figure 16 Employment Status ..... 17
Figure 17 Women's Unemployment Rates ..... 18
Figure 18 Family Composition and Employment Status, 2013 ..... 19
Figure 19 Occupations are Still Gendered in California ..... 20
Figure 20 California Women are Concentrated in Nursing, Healthcare Technology Careers ..... 21
Figure 21 More California Men than Women Hold Supervisory Positions ..... 21
Figure 22 California Gender Ratios in Education/Legal Occupations ..... 22
Figure 23 California Gender Ratios in Management, Business and Financial Occupations ..... 23
Figure 24 Earnings Gap Between Genders ..... 23
Figure 25 California Women Still Earn Less Than Men in All Occupational Categories ..... 24
Figure 26 Prevalence and Salaries of California Women in STEM Professions ..... 24
Figure 27 California Companies Self-Reported Female Workforce ..... 25
Figure 28 California Companies Self-Reported Technology Workforce: Females in Leadership and Technical Positions ..... 26
Figure 29 Top Paying Jobs in California ..... 27
POVERTY
Figure 30 Percent of Californians Living Near or Below Poverty, by Gender (2011-2013) ..... 29
Figure 31 More Than One-Quarter of African-American Women Live in Poverty ..... 29
Figure 32 Percentage of Families in California With Income Below Poverty Level ..... 30
Figure 33 Nearly 40\% of Latinas Who Are Single Mothers Live in Poverty ..... 31
Figure 34 Nearly Half of Single Mothers Living in Poverty Have Less Than a High School Education ..... 31
MEDIA
Figure 35 Women Behind-the-Scenes in Films ..... 34
Figure 36 Women Behind-the-Scenes in Television. ..... 35
Figure 37 Nearly 75\% of All Female Characters are White ..... 36
Figure 38 More Than Half of Female TV Leads Portrayed as Unskilled/Having No Jobs ..... 37
POLITICAL REPRESENTATION
Figure 39 Women are Underrepresented in the U.S. Congress ..... 39
Figure 41 Participation of Women in 2014 California Statewide Elections ..... 40
Figure 42 Participation of Women in 2014 California State Legislature Elections ..... 41
Figure 43 Women in the California State Legislature ..... 41
Figure 44 Women are a Minority of Elected Officials at All Levels of Local Government in California ..... 42

## BUSINESS LEADERSHIP

Figure 45 California Shows a 59\% Growth in Women-Owned Firms from 1997-2014 ..... 43
Figure 46 Women-Owned Firms by Ethnicity and Race, 2014 ..... 44
Figure 47 Growth Trends in California Women-Owned Businesses, 1997-2014 ..... 45
Figure 48 Percent of Women Directors, and CEOs at California's 400 Largest Companies ..... 45
Figure 49 Fewer Than 1 in 4 Directors (25\%) of Every Major Industry is a Woman ..... 47
PHYSICAL HEALTH
Figure 50 Average Years of Life Expectancy and Healthy Life Expectancy of Person 65 Years of Age, by Gender ..... 49
Figure 51 California Birth Counts by Ethnicity or Race of Mother ..... 50
Figure 52 Preterm Birth by Racial or Ethnic Group in California ..... 51
Figure 53 Infants Whose Mothers Received Prenatal Care in the First Trimester, by Race/Ethnicity ..... 52
Figure 54 Overweight and Obesity Among Adolescents ..... 53
Figure 55 Percentages of Overweight or Obese Girls by Race ..... 53
Figure 56 Smoking Status, California Adults and Teens (2003-2012) ..... 54
Figure 57 Underlying Causes in Death of California Females, 2012 ..... 55
Figure 58 Percentage of Older Adult Women who are Up-to-Date with Select Clinical Preventative Services ..... 57
Figure 59 Percentage of Women Who Had a Mammogram within the Past 2 Years and Papanicolaou Test within the Past 3 Years, 2010. ..... 57
MENTAL HEALTH
Figure 60 Fewer California College Women than Men Rate Themselves Highly Confident in Academic or Social Situations ..... 59
Figure 61 Rates of Serious Psychological Distress Reported Among Adult Women ..... 60
Figure 62 Women Treated for Substance Use ..... 61
Figure 63 Employment Status and Educational Attainment of California Women who are in Substance Abuse Treatment. ..... 62
Figure 64 Fewere Females than Males Die by Suicide ..... 62
VIOLENCE
Figure 65 Ethnic/Racial Disparities Among California Adults Ages 18-65 Who Have Experienced IPV, California 2007 ..... 65
Figure 66 Percent of U.S. Female Homicide Victims Killed by an Intimate Partner, 2006-2010 ..... 66
Figure 67 The Rate of Forceable Rape of California Females is Decreasing. ..... 67
Figure 682013 Bias Motivation of Hate Crimes by Percent. ..... 68
Figure 69 Human Trafficking Statistics ..... 69
VETERANS
Figure 70 Ethnic/Racial Composition of California Female Veterans and of Total Population ..... 70
Figure 71 California's Female Veterans Tend to be Younger than Male Veterans. ..... 71
Figure 72 Educational Attainment of California Females 18 Years and Older ..... 72
Figure 73 California Veterans with a Service-Connected Disability ..... 73
Figure 74 Military Sexual Trauma Reported by Los Angeles County Veterans ..... 74
A GLOBAL PERSPECTIVE: MIND THE GENDER GAP!
Figure 752014 Global Gender Gap — Average of 142 Countries ..... 76
Figure 76 The Five Top-Ranked Countries with Greatest Overall Gender Parity ..... 77
Figure 77 The Historical Trend of U.S. Rankings in Gender Gap Scores ..... 78
Figure 78 Demographics ..... 78
Figure 792014 Education Ratios: Female/Male Values. ..... 79
Figure 802014 Health and Survival: Female-to-Male Ratios ..... 80
Figure 812014 Political Empowerment: Female-to-Male Ratios ..... 80
Figure 82 Economic Participation and Opportunity Female/Male Ratios ..... 81
Figure 83 Gender Occupations within Occupational Clusters in California and the U.S. ..... 82

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