

# 2019

## City of Santa Monica Commission on the Status of Women Report on the Status of Women and Girls

COMMISSIONED BY:



City of  
**Santa Monica**<sup>®</sup>

PREPARED BY  
THE CENTER FOR THE ADVANCEMENT OF WOMEN  
AT MOUNT SAINT MARY'S UNIVERSITY

 **Mount Saint Mary's University**  
LOS ANGELES

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## EXECUTIVE SUMMARY

The *2019 City of Santa Monica Report on the Status of Women and Girls* was commissioned by the City of Santa Monica Commission on the Status of Women (COSW) and prepared by the Center for the Advancement of Women at Mount Saint Mary's University, Los Angeles. The data included in this report, generated from the 2017 American Community Survey and other relevant reports, provide a portrait of the wellbeing and standing of women and girls in the City of Santa Monica using a variety of economic and social indicators.

COSW produced a *2015 Report on the Status of Women and Girls in the City of Santa Monica*, which identified a number of positive trends as well as persistent challenges facing women and girls there. Several trends reported in 2015 continue moving in a positive direction:

- **The racial composition among women in Santa Monica has become more diverse.** For example, African-American women make up 4% of the population compared to 2% reported in 2015. Asian-American women make up 11% of the female population compared to 6% reported in 2015.
- **The number of women-owned businesses in Santa Monica has increased** by 6% since reporting in 2015.
- **The gender wage gap has shrunk** between 2013 and 2017. Santa Monica's full-time, year-round working women (16 years and older) now earn 78 cents for every dollar earned by men. Comparatively, Santa Monica women earned 72 cents for every dollar earned by men in 2013.

Nevertheless, women and girls in the City of Santa Monica continue to experience significant hardships and gender disparities persist:

- **Twenty three percent of Santa Monica's homeless population are women.** Two percent of the homeless population identified as transgender.
- In the Santa Monica-Malibu Unified School District 2017-18 classes, **8% of students in each grade 7, 9, and 11 reported being harassed one or more times** because of their actual or perceived sexual orientation. Eight percent of SMMUSD high school students (grades 9, 11) also report having been forced to have sexual intercourse over their lifetime.
- **The number of housing units in Santa Monica has decreased since 2015 reporting.** In 2017, there were 49,919 units compared to 53,011 in 2013.

In this document, 2017 statistics are provided in infographic format, followed by data and tables on the condition and status of women and girls in the City of Santa Monica. We encourage you to read and share this 2019 report in order to advocate for women and girls in Santa Monica more effectively. For more information, visit [SMGOV.NET/COSW](http://SMGOV.NET/COSW).

## REPORT RECOMMENDATIONS

Santa Monica has a good library of data that is relatively easy to access and which is used in developing policy and action plans. However, we have encountered several notable areas of interest to the Commission on the Status of Women where there is a scarcity of local data:

- The city's gender data collection tends to focus only on those with binary gender identities and excludes people with non-binary gender identities. Thus, the needs and perspectives of people in the community who identify as non-binary or a gender other than male or female are not well documented.
- The city has little-to-no data on sexual orientation demographics and thus there is need to better understand any disparities that flow from sexual orientation.
- Data on human trafficking victims residing in Santa Monica are not readily available. While human trafficking is a problem that transcends the city's boundary, an understanding of survivor demographics at a local level will assist in providing the most helpful services to mitigate and counter a growing national problem.
- There is a need for more data collection regarding gender wage gaps, gender hiring gaps, and gender promotion gaps in specific industries that predominate in Santa Monica (e.g., technology sector).
- Focused attention on addressing homelessness for women and men is needed, particularly where domestic violence, intimate partner violence, and non-acceptance of gender identity or sexual orientation by family members is a precipitating factor.
- A more sophisticated understanding of SMC students (women in particular) facing homelessness and housing insecurity is necessary to ensure fewer students are living in such conditions.

The City of Santa Monica may consider better aligning city policies with practices to ensure that the gender gaps reported here are mitigated in the coming years:

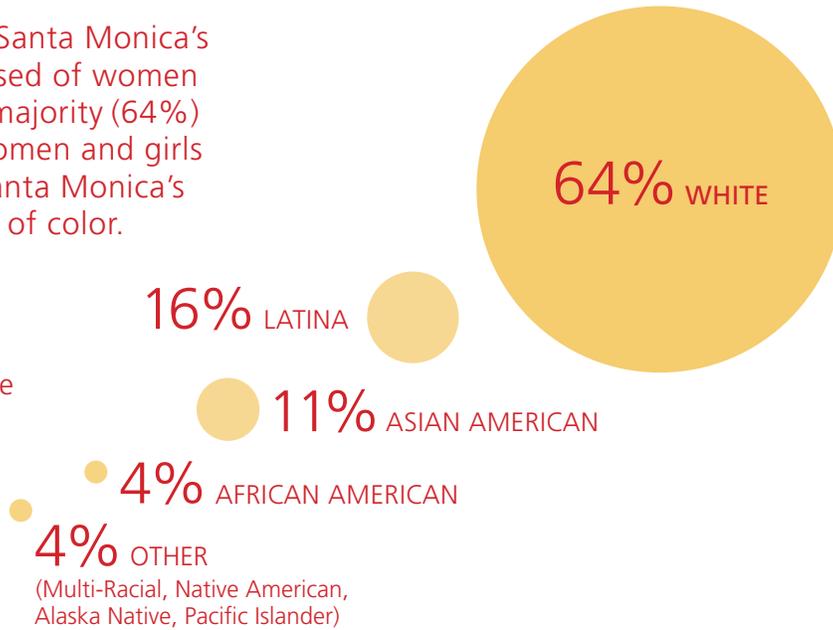
- Create policies and practices to systemically capture data for people of all genders and voluntarily provided sexual orientation data to allow better analysis of gender disparities in the City, as well as allow a better understanding of the needs of non-binary people and LGBTQ people.
- Audit the policies and practices of the City, and enact policy reforms, to address the finding that there are more women than men living in poverty.
- More deeply examine and address through policy reforms the root causes of women's continuing inequality for Santa Monica residents and why women still earn less than men across occupations, continue to face barriers to entering and having equal opportunity in male dominated fields such as tech, and continue to be overrepresented in lower-paying fields.

- Continue to train law enforcement and social services response units on best practices when working with communities that are exposed to crimes that affect people of all genders but that women disproportionately experience (e.g. rape, sexual assault, harassment, domestic violence, intimate partner violence).
- Continue and expand programming that acknowledge Santa Monica women have greater stress levels and economic concerns than their male peers, along with providing possible solutions to close these gaps.
- Continue and expand school programming to effectively deal with youth wellbeing, anxiety and depression in the Santa Monica-Malibu Unified School District, including specifically the needs of students who experience harassment or gender-based violence. Continue policy and practice reforms that increase the graduation rates of Latinas and African American girls in the Santa Monica-Malibu Unified School District given the rates remain lower than graduation rates for white and Asian American girls in the district.

## DEMOGRAPHICS

Fifty-two percent of Santa Monica's population is comprised of women and girls. While the majority (64%) of Santa Monica's women and girls are white, 35% of Santa Monica's residents are women of color.

**47,017**  
women and girls live  
in Santa Monica.



**3 in 10** women and girls  
in Santa Monica were born outside the United States.



**29%**  
of women in  
Santa Monica are  
between  
35-54 years old.

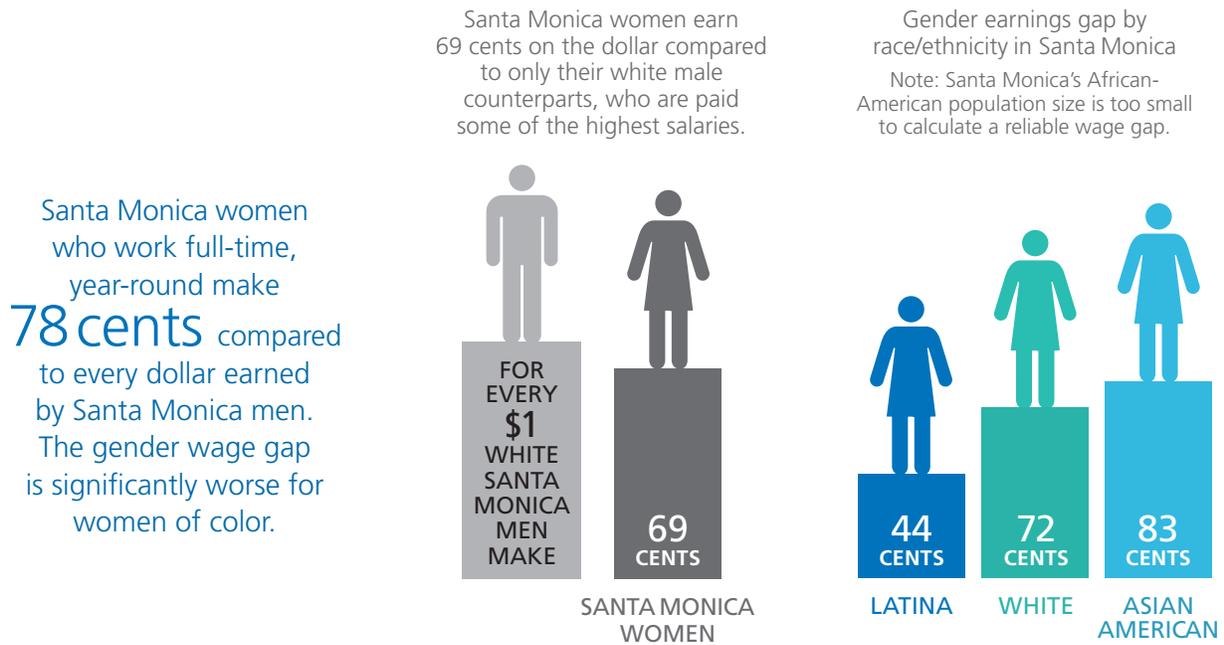
**Less than 1%**  
of households in Santa Monica have  
reported as same-sex unmarried partner  
households over the past five years.



**65%** of Santa Monica women 25 years  
and older have a bachelor's or advanced degree.

## ECONOMIC FREEDOM

Economic freedom refers to the opportunities available for women to work, earn a living, and reach their personal and professional goals.



Women comprise **53%** of the full-time workforce in service occupations, but **31%** of the workforce in technology (e.g., computer and mathematical) occupations.



**\$1.26 billion**

The annual revenue generated by Santa Monica's

**7,900**

women-owned businesses.

Nearly **75%** of Santa Monica women, ages 20-64, were employed in 2017. **6%** of Santa Monica women in the labor force were unemployed in the same year.

## WELLBEING

Physical and mental health affect every aspect of life. The happier, safer, and healthier women and girls are, the more prepared they are to reach their goals and overcome adversity.

**\$1,170,000**

The median value of a house in Santa Monica. Affordable housing in the city is an obstacle for many residents.



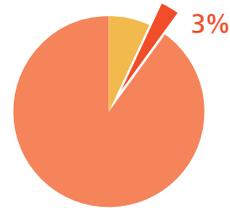
**957**

The number of homeless persons counted in Santa Monica in 2018.

**23%**

of the homeless population are women.

In 2017, **3%** of Santa Monica women lived in poverty compared to 7% of men. From 2013-2017, the poverty rate of women varied from 7% to 14%, depending on the zip code in which they lived.



**8%**

of Santa Monica-Malibu Unified School District students in each grade — 7, 9, and 11 — report harassment because of their actual or perceived sexual orientation.

**100**

The City of Santa Monica is **1 of 11** California cities to receive a score of **100** on the **Municipal Equality Index scorecard**, indicating the City's attention to improving equality for LGBTQ individuals.



## Demographics

### Race and Age

In 2017, there were 92,298 Santa Monica residents. Just over half of the population, 52%, identified as women and girls.<sup>1</sup> With Santa Monica’s relatively small population, demographic statistics are more reliable when averaged over a 5-year period. For the period 2012-2016, the U.S. Census estimates provide a more complete distribution of race and ethnicity by age.<sup>2</sup>

#### SANTA MONICA WOMEN AND GIRLS BY RACE/ETHNICITY, 5-YEAR AVERAGE

	ALL	AFRICAN AMERICAN	ASIAN AMERICAN	LATINA	WHITE, NOT HISPANIC	OTHER
NUMBER OF WOMEN	47,071	2,073	5,175	7,500	30,208	2,115
PERCENTAGE	100%	4%	11%	16%	64%	4%

*Note: These figures are those who identify as female, including cisgender and transgender women and girls. Where data are available in the reference source, non-binary people are acknowledged. Percentages may not add to 100 as a result of rounding to whole numbers.*

*Source: U.S. Census Bureau. 2012-2016 American Community Survey (ACS) 5-Year Estimates*

Unlike Los Angeles County and the state as a whole, where Latinas comprise at least a plurality of the female population, the majority of Santa Monica women are white.

#### DISTRIBUTION OF SANTA MONICA WOMEN AND GIRLS BY AGE

AGE GROUP	Under 5 years	5-17 years	18-24 years	25-34 years	35-54 years	55-64 years	65 -74 years	75 years and over
WOMEN & GIRLS (N=47,071)	4%	9%	7%	20%	29%	12%	9%	9%

*Source: U.S. Census Bureau. 2012-2016 ACS 5-Year Estimates*

#### THE MEDIAN AGE OF SANTA MONICA WOMEN<sup>3</sup>

YEAR OF DATA	ALL WOMEN	AFRICAN AMERICAN	ASIAN AMERICAN	LATINA	WHITE, NOT HISPANIC
2017	41.6 years	38.7 years	42.4 years	47.6 years	39.2 years
2012-2016 AVERAGE	41.7 years	36.0 years	37.9 years	45.6 years	38.8 years

*Source: U.S. Census Bureau. 2017 and 2012-2016 ACS Estimates*

<sup>1</sup> U.S. Census Bureau. 2017 American Community Survey (ACS) 1-Year Estimates. Tables B01001, B01001H and I: Sex by Age. [factfinder.census.gov](https://factfinder.census.gov)

<sup>2</sup> U.S. Census Bureau. 2012-2016 ACS 5-Year Estimates. Tables B01001, B01001B, D, H, and I: Sex by Age. [factfinder.census.gov](https://factfinder.census.gov)

<sup>3</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Tables B01002; B01002B, D, H, I: Median Age by Sex. [factfinder.census.gov](https://factfinder.census.gov)

Across the county and the state, Latinas have the lowest median age and account for the youngest group of women; in Santa Monica, over the past five years, Latinas tend to be older than the other groups listed above.

### Women Born Outside the United States

According to the U.S. Census Bureau, 3 in 10 — nearly 15,000 women and girls in Santa Monica — were born outside the United States. Of women born outside the country who are 18 years and over, 62% are naturalized United States citizens.<sup>4</sup> Santa Monica women born outside the United States are a diverse group, with the major regions of origin being Asian countries and Latin America (which includes the Caribbean, Mexico, and Central and South America).<sup>5</sup>

**SANTA MONICA'S WOMEN  
 AND GIRLS BORN OUTSIDE THE U.S. BY AREA OF ORIGIN, 2017**

	TOTAL	EUROPE	ASIA	LATIN AMERICA (MEXICO ONLY)	OTHER AREAS
Number/Percent	14,730	22%	39%	27% (12%)	11%
Prior to 2000	8,797	24%	41%	30% (19%)	5%
2000 to 2009	2,599	24%	25%	33% (6%)	18%
Since 2010	3,334	14%	47%	15% (0%)	23%

*Note: Latin America includes the Caribbean, Mexico, Central America, and South America. As our nearest neighbor, the number of women and girls emigrating from Mexico is broken out (in parentheses) from Latin American figures.*

*Source: U.S. Census Bureau, 2017 ACS 1-Year Estimates*

While immigration patterns have shifted over the decades, today's population of Santa Monica women born in another country is composed of 39% who emigrated from Asian countries and 27% who emigrated from Latin American countries. Prior to 2000, immigrants from Latin America comprised 30% of Santa Monica's women born outside the U.S.; only 15% of women immigrating since 2010 have come from Latin America. Prior to 2000, 24% of female immigrants originated from European countries; since 2010, that proportion has dropped to 14%.

<sup>4</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Table B05003: Sex by Age by Nativity and Citizenship Status. [factfinder.census.gov](https://factfinder.census.gov)

<sup>5</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Table B05008: Sex by Age by Place of Birth by Year of Entry for the Foreign-Born Population. [factfinder.census.gov](https://factfinder.census.gov)

## The Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) Community<sup>6</sup>

Nationally, the percentage of American adults identifying as lesbian, gay, bisexual or transgender (LGBT) increased to 4.5% in 2017, an increase from 3.5% in 2012. This growth is largely driven by the percentage of millennials (born 1980-1999) who identify as LGBT, which has risen to eight percent in 2017 from six percent in 2012. Women are more likely to identify as LGBT than men: five percent of women and four percent of men identified as LGBT in 2017. Latinx people are most likely to identify as LGBT (6%), while whites (4%) are least likely.<sup>7</sup> An estimated 1.4 million people (0.6%) in the United States identify as transgender.<sup>8</sup>

In California, over 1.8 million women and men (7%) self-report as lesbian/gay, bisexual, or asexual. More than 100,000 persons identify as transgender or gender nonconforming.<sup>9</sup> Los Angeles County residents reported similarly, with small variations between women and men.

### SEXUAL ORIENTATION AND GENDER IDENTITY OF SELF-REPORTING CALIFORNIANS

	CALIFORNIA (N=25,942,000)	LOS ANGELES CO. (N=6,916,000)	L.A. CO. WOMEN (N=3,455,000)	L.A. CO. MEN (N=3,461,000)
<b>SEXUAL ORIENTATION</b>				
Straight	93%	92%	93%	91%
Gay	2.5%	3%	1%	5%
Bisexual	4%	5%	5%	4%
Asexual, other	0.7%	0.6%	0.9%	0.4%
<b>GENDER IDENTITY</b>				
Cisgender	99.6%	99.8%	99.9%	99.7%
Transgender or gender nonconforming	0.4%	0.2%	0.1%	0.3%

*Note: Where percentages are less than 1%, results are considered unreliable. Sexual orientation figures are from the 2017 survey; gender identity statistics have been averaged over a 3-year period (2015-2017) and are based on slightly larger sample sizes.*

*Source: California Health Interview Survey*

<sup>6</sup> The LGBTQ community is diverse, with each group confronting unique issues. Some data sources include all groups, while others are limited to LGBT and others consider only those with non-traditional sexual orientation (LGB). The narrative and footnotes detail precisely which groups are included in the cited data.

<sup>7</sup> Newport, Frank. (May 22, 2018) Gallup, Inc. "In U.S., Estimate of LGBT Population Rises to 4.5%." [news.gallup.com/poll/234863/estimate-lgbt-population-rises.aspx](https://news.gallup.com/poll/234863/estimate-lgbt-population-rises.aspx)

<sup>8</sup> Flores, A.R., Herman, J.L., Gates, G.J., and Brown, T.N.T. (2016). How Many Adults Identify as Transgender in the United States? The Williams Institute of Law. Los Angeles, CA. [williamsinstitute.law.ucla.edu/wp-content/uploads/How-Many-Adults-Identify-as-Transgender-in-the-United-States.pdf](https://williamsinstitute.law.ucla.edu/wp-content/uploads/How-Many-Adults-Identify-as-Transgender-in-the-United-States.pdf)

<sup>9</sup> UCLA Center for Health Policy Research, 2017 California Health Interview Survey. Retrieved from [ask.chis.ucla.edu](https://ask.chis.ucla.edu)

According to the U.S. Census, roughly 0.5% of households in Santa Monica have reported as same-sex unmarried partner households over the past five years.<sup>10</sup> Of the unmarried same-sex partner households, roughly one-third are composed of a female householder and female partner while two-thirds are composed of a male householder and male partner.<sup>11</sup> There are no reliable data for Santa Monica’s transgender households.

The 2017-18 California Healthy Kids Survey<sup>12</sup> suggests that three percent of eleventh graders in the Santa Monica-Malibu Unified School District (SMMUSD) identify as gay or lesbian and eight percent as bisexual. Five percent of eleventh graders are not yet sure about their sexual orientation, and four percent opted for no response. Relative to gender identity, 97% identified as cisgender, with one percent as transgender; one percent were uncertain and one percent opted for no response.

### Educational Attainment<sup>13</sup>

Seven percent of Santa Monica women 25 years and older have not completed high school, while eight percent have attained a maximum of a high school diploma. Eighty-five percent of women over 25 years have at least some college experience:

- 14% have some college, but no degree;
- 6% have attained an associate’s degree;
- 35% have attained a bachelor’s degree; and
- 30% have attained a graduate or professional degree

#### EDUCATIONAL ATTAINMENT OF SANTA MONICA WOMEN 25 YEARS AND OVER BY AGE GROUP

	ALL WOMEN 25 YEARS & OLDER (N=37,420)	25-34 YEARS (N=8,773)	35-44 YEARS (N=6,094)	45-64 YEARS (N=11,102)	65 YEARS & OVER (N=11,451)
HS diploma or higher	93%	97%	97%	97%	86%
Bachelor’s degree or higher	65%	76%	76%	60%	57%

Source: U.S. Census Bureau 2017 American Community Survey 1-Year Estimates

Younger women tend to have attained a higher level of formal education than older women: ninety-seven percent of women under the age of 65 years have a high school diploma and 76% of women under the age of 45 years have attained a bachelor’s degree or higher.

<sup>10</sup> The U.S. Census currently reports only unmarried same-sex couples. Limited pilot tabulations of “married-same sex” households have been tallied, and the 2020 full census count is poised to ask questions about married as well as unmarried same-sex households.

<sup>11</sup> U.S. Census Bureau. 2017 American Community Survey 1-Year Estimates. Table B11009: Unmarried-Partner Households by Sex of Partner: Households. [factfinder.census.gov](https://factfinder.census.gov)

<sup>12</sup> Santa-Monica-Malibu Unified School District. California Healthy Kids Survey, 2017-18: Main Report (Tables A3.13 and A3.14). San Francisco: WestEd Health & Human Development Program for the California Department of Education. [dq.cde.ca.gov/Dataquest](https://dq.cde.ca.gov/Dataquest)

<sup>13</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Table S1501: Educational Attainment. [factfinder.census.gov](https://factfinder.census.gov)

### EDUCATIONAL ATTAINMENT OF SANTA MONICA WOMEN 25 YEARS AND OVER BY RACE/ETHNICITY

	ALL WOMEN 25 YEARS AND OLDER (N=37,420)	AFRICAN AMERICAN (N=1,370)	ASIAN AMERICAN (N=4,918)	LATINA (N=4,953)	WHITE, NOT HISPANIC (N=24,378)
No HS diploma	7%	5%	3%	30%	3%
HS diploma or higher	93%	95%	97%	70%	97%
Bachelor's degree or higher	65%	52%	71%	40%	69%

Source: U.S. Census Bureau 2017 American Community Survey 1-Year Estimates

### School Enrollment and Graduation Rates

**K-12 Education:** In Santa Monica, 84% of children (5-17 years) are enrolled in public schools, while 16% are enrolled in private programs. Two-thirds of children enrolled in nursery school/preschool are enrolled in private programs, while 16% of those in K-12 are enrolled in private schools.<sup>14</sup>

The California Department of Education indicates there were 10,806 girls and boys enrolled in K-12 schools in the SMMUSD during 2017-18:<sup>15</sup>

- 7% were African Americans;
- 6% were Asian Americans;
- 29% were Latinx;
- 50% were white; and
- 6% identified with two or more races.

Percentages of Native American, Alaska Native, Filipino, and Pacific Islander students together comprised one percent of the total enrollment.

The graduation rate of students in the SMMUSD is nine percentage points above that of the county and eight percentage points higher than that of the state. In general, girls graduate at a higher rate than boys.<sup>16</sup>

<sup>14</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Note that these figures include Malibu, as well as Santa Monica, students. Table S1401: School Enrollment. [factfinder.census.gov](https://factfinder.census.gov)

<sup>15</sup> California Department of Education. 2017-18 Enrollment by Ethnicity and Grade: Santa Monica-Malibu Unified Report. [dq.cde.ca.gov](https://dq.cde.ca.gov)

<sup>16</sup> California Department of Education. 2017-2018 Four-Year Adjusted Cohort Graduation Rate: Santa Monica-Malibu Unified District Report. [dq.cde.ca.gov](https://dq.cde.ca.gov)

### 2017-18 FOUR-YEAR ADJUSTED COHORT GRADUATION RATE BY GENDER

	SANTA MONICA- MALIBU UNIFIED	LOS ANGELES COUNTY	CALIFORNIA
Graduation rate of all students • <i>Girls</i> • <i>Boys</i>	91% • 94% • 88%	82% • 85% • 78%	83% • 87% • 79%
Percentage graduates meeting UC/CSU requirements • <i>Girls</i> • <i>Boys</i>	62% • 68% • 56%	46% • 53% • 39%	41% • 48% • 35%

*Note: These graduation rates include charter schools.*

*Source: California Department of Education*

Over half of Santa Monica-Malibu Unified students graduate with a course of study that meets University of California (UC) and California State University (CSU) admissions requirements: 68% of girls and 56% of boys meet the UC/CSU requirements for admission.

### 2017-2018 GRADUATION RATES OF GIRLS IN SANTA MONICA-MALIBU UNIFIED VARY BY RACE/ETHNICITY

ALL GIRLS	AFRICAN AMERICAN	ASIAN AMERICAN	LATINA	WHITE, NOT HISPANIC	TWO OR MORE RACES
94%	88%	100%	94%	94%	100%

*Note: These graduation rates include charter schools.*

*Source: California Department of Education*

One-third (34%) of Santa Monica-Malibu Unified graduates have taken Advanced Placement (AP) courses — courses taught to university-level standards — and more than two-thirds of students (69%) who took AP examinations in 2016-17 passed with sufficiently high scores (a score of 3 or better out of 5) for which many universities award college credit.<sup>17</sup>

**Post-Secondary Education:** The only publicly-funded institution of higher education in Santa Monica is Santa Monica College (SMC), a California Community College that enrolls over 32,000 students from across California and the world.<sup>18</sup> SMC has a high international population with roughly 3,000 students from over 100 countries.

Over half (56%) of SMC students are women. While well over half of the City of Santa Monica’s population is white and 14% Latinx, SMC’s student population is roughly one-third white and one-third Latinx:

- 36% Latinx;
- 32% white;

<sup>17</sup> California Department of Education. 2016-17 AP Report: Santa Monica-Malibu Unified District Report. [dq.cde.ca.gov](http://dq.cde.ca.gov)

<sup>18</sup> Santa Monica College information is on its website: Office of Institutional Research reports; a link is included to the 2018 CA Community College Student Success Scorecard located at the California Community College Chancellor’s Office website (retrieved April 22, 2019). [smc.edu](http://smc.edu)

- 14% Asian Americans;
- 8% African Americans;
- 4% two or more races;
- 5% other races not accounted for above.

Of the college-prepared students who enter SMC, 75% complete an associate’s degree, certificate program or transfer to other institutions: 79% of women and 72% of men complete within six years. Students needing college-preparatory work upon entering SMC graduate at a lower rate (36%): 38% of underprepared women and 33% of men complete in six years. Among California’s community colleges, SMC has one of the highest transfer rates — including students of color — to UC and CSU.

SMC offers programs in more than 100 fields of study, many of them in technology-related fields (e.g., solar technology, new media, computer technology, graphic design, and interactive design which focuses on ways to facilitate interactions between people and products and services). SMC was one of the first California Community Colleges to offer a bachelor’s degree in a pilot program authorized by the state legislature (Senate Bill 850). Noting the need for baccalaureate level education in interaction design and user experience in the Silicon Beach area, SMC designed and began to implement a baccalaureate program in Interaction Design in 2016.

Of the 7,000 Santa Monica residents enrolled in colleges and universities around the nation, 45% are women and 55% are men. From another perspective, 41% of all Santa Monica women 18-24 years of age are enrolled in colleges or graduate schools across the nation compared to 59% of all men in that age group.<sup>19</sup>

#### SANTA MONICA WOMEN SELECTED DEMOGRAPHIC CHARACTERISTICS BY ZIP CODE

INDICATOR	SANTA MONICA	90401	90402	90403	90404	90405
Number of women	47,105	3,618	6,057	12,711	11,756	14,158
Percentage < 5 years	5%	0.7%	3%	6%	4%	7%
Percentage 5-17 years	10%	4%	18%	6%	13%	10%
Percentage over 65 years	19%	20%	27%	18%	17%	19%
Median age (years)	41.7	41.0	49.7	40.9	39.6	41.8
Percentage of women who are born outside U.S.	26%	27%	24%	24%	35%	20%
Percentage of women with a bachelor’s degree or higher (25 years or older)	65%	68%	70%	73%	54%	63%

*Note: These numbers are a 5-year average (2013-2017) of annual data.*

*Source: U.S. Census, 2013-2017 ACS 5-Year Estimates*

<sup>19</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Table S1401: School Enrollment. [factfinder.census.gov](https://factfinder.census.gov)

## Economic Freedom

### Employment Status

Nearly three-fourths of all Santa Monica women 20-64 years in age are employed; six percent are unemployed and looking for work.<sup>20</sup> Santa Monica’s unemployment rate for women and men 16 years and older is six percent, but the unemployment rate varies by race and ethnicity.

**EMPLOYMENT STATUS OF SANTA MONICA RESIDENTS  
BY RACE/ETHNICITY, 2017**

	TOTAL (N=79,835)	ASIAN AMERICAN (N=8,506)	LATINX (N=11,883)	WHITE, NOT HISPANIC (N=51,932)
Percentage of population 16 years and over employed	62%	51%	63%	65%
Unemployment rate	6.2%	8.3%	6.1%	5.6%

*Note: These figures are for the population 16 years and over; the African American population sample is too small to give reliable statistics. The unemployment rate is based on the percentage of unemployed persons in the labor force.*

*Source: U.S. Census Bureau, 2017 ACS 1-Year Estimates*

### Earnings and Wage Gaps

The median earnings of Santa Monica women 16 years and over who work full-time is \$76,637; when women who were employed part-time or part of the year are included, the median earnings drop to \$45,471. These figures are significantly higher than for women across the state.<sup>21</sup>

**MEDIAN EARNINGS OF WOMEN 16 YEARS AND OVER, 2017**

	CALIFORNIA WOMEN	SANTA MONICA WOMEN			
		ALL WOMEN	ASIAN AMERICAN	LATINA	WHITE, NOT HISPANIC
Full-time, year round past 12 months	\$46,783	\$76,637	\$91,159	\$48,569	\$79,249
All with earnings the past 12 months	\$30,598	\$45,471	\$50,070	\$24,483	\$53,489

*Note: These figures are for a population sample 16 years and over; Santa Monica’s African-American population size is too small to give reliable statistics.*

*Source: U.S. Census Bureau, 2017 ACS 1-Year Estimates*

<sup>20</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Table S2301: Employment Status. [factfinder.census.gov](https://factfinder.census.gov)

<sup>21</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Tables B20017; B20017D, H, I (Data for African Americans in Santa Monica Table B20017B are not available based on population sample size.): Median Earnings in the Past 12 Months (in 2017 Inflation-Adjusted Dollars) by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings in the Past 12 Months. [factfinder.census.gov](https://factfinder.census.gov)

Statewide, full-time working women earn much less than those in Santa Monica: \$46,783 compared to \$76,637. However, in Santa Monica as throughout the state and the nation, there is a persistent gap between what women and men earn. Santa Monica’s full-time working women 16 years and over earn only 78% of what men earn compared to California’s earnings gap of 89%.<sup>22</sup>

### EARNING GAPS OF SANTA MONICA’S FULL-TIME WORKING WOMEN

	ALL MEN	WHITE MEN, NOT HISPANIC	ALL WOMEN	ASIAN AMERICAN WOMEN	LATINA	WHITE WOMEN, NOT HISPANIC
Median Earnings	\$98,724	\$110,391	\$76,637	\$91,159	\$48,569	\$79,249
Women to all men			78%	92%	49%	80%
Women to white men			69%	83%	44%	72%

*Note: These figures are for full-time working women and men 16 years and over; Santa Monica’s African-American population size is too small to give reliable statistics.*

*Source: U.S. Census Bureau, 2017 ACS 1-Year Estimates*

While Santa Monica’s women earn 69% of what white men earn, Latinas who work full time earn less than half (44%) of what white men earn.

## Occupations

Just over 33,000 Santa Monica residents work full time. Using the broadest occupational clusters tracked by the U.S. Census Bureau, Santa Monica’s workforce (including Santa Monica residents employed outside of Santa Monica) is distributed as follows:<sup>23</sup>

- 73% in management, business, science, and arts occupations;
- 18% in sales and office occupations;
- 5% in service occupations;
- 2% in natural resources, construction, and maintenance occupations; and
- 2% in production, transportation, and material moving occupations.

<sup>22</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Tables B20017; B20017D, H, I (Data for African Americans in Santa Monica Table B20017B are not available based on population sample size): Median Earnings in the Past 12 Months (in 2017 Inflation-Adjusted Dollars) by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings in the Past 12 Months. [factfinder.census.gov](https://factfinder.census.gov)

<sup>23</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Table S2402: Occupation by Sex for the Full-time, Year-round Civilian Employed Population 16 Years and Over. [factfinder.census.gov](https://factfinder.census.gov)

### OCCUPATIONAL CLUSTERS OF SANTA MONICA'S FULL-TIME EMPLOYED WORKERS<sup>24</sup>

OCCUPATIONAL CLUSTER	NUMBER OF FULL-TIME EMPLOYED WORKERS	PERCENTAGE OF WOMEN IN THE WORKFORCE
Management, business, science, arts	24,225	42%
Service	1,582	53%
Sales and office	6,054	56%
Natural resources, construction, maintenance	610	11%
Production, transportation, material moving	766	13%

Source: U.S. Census Bureau 2017 ACS 1-Year Estimates

Women comprise the majority of the full-time workforce in service occupations as well as in sales and office occupations. However, women are not evenly distributed across occupations within occupational clusters and remain vastly underrepresented in some types of jobs.

### MANAGEMENT, BUSINESS, SCIENCE, AND ARTS OCCUPATIONS WHERE SANTA MONICA WOMEN ARE UNDERREPRESENTED

OCCUPATION	NUMBER OF FULL-TIME WORKERS	% OF WOMEN IN THE WORKFORCE
Management	7,828	37%
Computer and mathematical	1,625	31%
Architecture and engineering	1,228	31%
Legal	1,423	36%
Arts, design, entertainment, sports, media	3,245	39%

Source: U.S. Census Bureau 2017 ACS 1-Year Estimates

## Women-Owned Businesses

The U.S. Census Bureau conducts a comprehensive large-scale survey of business owners every five years, reporting the results three years later. The most current published results (2015) are based on survey results from 2012. In 2012, there were just over 23,000 businesses located in Santa Monica, roughly the same number as in 2007. While the number of firms with owners that can be identified by gender, ethnicity, or race has increased over this time frame, over 200 publicly held firms (those not classifiable by gender, ethnicity, or race of owner) have left the city.<sup>25</sup>

<sup>24</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Table S2402: Occupation by Sex for the Full-time, Year-round Civilian Employed Population 16 Years and Over. [factfinder.census.gov](https://factfinder.census.gov)

<sup>25</sup> US Census Bureau. 2012 and 2007 Surveys of Business Owners. Table SB1200CSA01 and SB0700CSA01: Statistics for all US Firms by Industry, Gender, Ethnicity, and Race for the US, States, Metro Areas, Counties, and Places (selected for Santa Monica). [factfinder.census.gov](https://factfinder.census.gov)

### NUMBER OF BUSINESSES IN SANTA MONICA

	TOTAL FIRMS	PUBLICLY HELD	THOSE FIRMS CLASSIFIABLE BY GENDER OF OWNER	WOMEN-OWNED BUSINESSES	BUSINESSES 50/50 CO-OWNED BY WOMEN	% OF BUSINESSES OWNED OR EQUALLY CO-OWNED BY WOMEN
2007	23,258	1,359	21,899	7,420	s	34%
2012	23,153	1,141	22,012	7,864	1,697	43%

Note: "s" indicates that the number is too small to meet statistical standards. The 2012 survey results are the most recent available from the U.S. Census Bureau.

Source: U.S. Census Bureau. Business Owner Surveys

The economic impact of women-owned businesses in the city is relatively small: only 14% of women-owned firms in 2012 had paid employees, compared to 28% of firms owned by men.<sup>26</sup>

### ECONOMIC IMPACT OF SANTA MONICA WOMEN-OWNED BUSINESSES VERSUS THOSE OWNED BY MEN, 2012

	TOTAL	WOMEN-OWNED FIRMS	MEN-OWNED FIRMS
ANNUAL REVENUE	\$16,510,797,000	\$1,257,519,000	\$12,342,176,000
NUMBER OF PAID EMPLOYEES	46,461	6,802	35,684
ANNUAL PAYROLL	\$2,931,598,000	\$257,774,000	\$2,471,221,000

Note: These data are for those firms that can be classified by gender of owner; businesses co-owned by women are not included. The number of paid employees is for the pay period including March 12, 2012.

Source: U.S. Census Bureau. 2012 Business Owner Survey

In 2012, women-owned firms accounted for about eight percent of business revenue generated by sales in Santa Monica and contributed roughly nine percent of wages earned by workers in the city; these percentages attributed to women-owned businesses are slightly lower than in 2007 (10% and 11%, respectively).

### Mothers in the Workforce

In 2017, there were just over 7,000 mothers with children under 18 years living in Santa Monica; of these mothers, 59% were employed. Over 1,300 of Santa Monica households are headed by single mothers who have children under 18 years; 95% of these mothers are in the labor force. Mothers with children under the age of 18 years have an unemployment rate of six percent, while mothers whose children are all under the age of six have an unemployment rate of seven percent.<sup>27</sup>

<sup>26</sup> US Census Bureau. 2012 Survey of Business Owners. Table SB1200CSA01: Statistics for all US Firms by Industry, Gender, Ethnicity, and Race for the US, States, Metro Areas, Counties, and Places (selected for Santa Monica). [factfinder.census.gov](http://factfinder.census.gov)

<sup>27</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Table S2301: Employment Status. [factfinder.census.gov](http://factfinder.census.gov)

## The LGBTQ Community

California is one of 17 states that prohibit sexual orientation and gender identity discrimination in employment, as well as in housing, etc. Despite workplace protection against discrimination, 1 in 5 LGBTQ employees across the nation report experiencing discrimination when applying for a job. Twenty-two percent of LGBTQ employees reported that discrimination negatively affected their pay or opportunities for promotion.<sup>28</sup> The 2015 U.S. Transgender Survey indicates that the transgender unemployment rate is three times higher than the national average. Of transgender employees who had a job in 2015, 27% reported being fired, not hired, or denied a promotion due to their gender identity.<sup>29</sup>

A recent report finds that California’s LGBT community of adults is demographically and economically diverse. Roughly 3 in 10 (31%) of California’s LGBT population reside in Los Angeles County. Thirty percent of LGBT females in California report having an annual income less than \$24,000 compared to 23% of LGBT males. Additionally, 30% of LGBT females report lacking money for healthcare compared to 21% of LGBT males.<sup>30</sup> However, the Los Angeles and San Francisco urban areas have a greater proportion of LGBT college graduates with higher incomes and money for healthcare than the national LGBT community. The report suggests that these measures of economic freedom for the LGBTQ population is partly due to a more socially-acceptable attitude to gender diversity.

### SANTA MONICA WOMEN SELECTED ECONOMIC FREEDOM INDICATORS BY ZIP CODE

INDICATOR	SANTA MONICA	90401	90402	90403	90404	90405
Number of women	30,622	2,643	3,188	8,808	7,450	9,049
Percent employed	76%	83%	75%	79%	81%	80%
Unemployment rate	6.7%	6.1%	8.6%	6.2%	8.3%	5.2%
Median earnings	\$50,137	\$53,750	\$41,493	\$55,596	\$38,105	\$50,949

*Notes: These numbers are a 5-year average (2013-2017) of annual data. The employment rate is based on the proportion of unemployed women who are looking for work; median earnings is for all women 16 years and over who had income in the year.*

*Source: U.S. Census, 2013-2017 ACS 5-Year Estimates*

<sup>28</sup> Discrimination in America: Experiences and Views of LGBTQ Americans (2017). A report based on a 2017 survey of just under 3,500 adults, including 500 LGBTQ adults. Harvard T.H. Chan School of Public Health, National Public Radio, and the Robert Wood Johnson Foundation. [npr.org/documents/2017/nov/npr-discrimination-lgbtq-final.pdf](http://npr.org/documents/2017/nov/npr-discrimination-lgbtq-final.pdf)

<sup>29</sup> James, S.E., Herman, J.L., Rankin, S., Keisling, M., Mottet, L., and Anafi, M. (2016). The Report of the 2015 U.S. Transgender Survey. Washington, DC: National Center for Transgender Equality. [transequality.org/](http://transequality.org/)

<sup>30</sup> The LGBT Divide in California: A look at the socioeconomic well-being of LGBT people in California. (2015). The Williams Institute. [williamsinstitute.law.ucla.edu/lgbtdivide](http://williamsinstitute.law.ucla.edu/lgbtdivide)

## Wellbeing

### Santa Monica Satisfaction Surveys

Since 2013, Santa Monica has surveyed its residents as a part of its Wellbeing Project. Overall, the results indicate that Santa Monica residents are very satisfied with their lives — ranking satisfaction at 7.4 on a scale where 10 is highest. Further, 3 out of 4 residents (74%) are optimistic about the future.<sup>31</sup> In the 2018 survey, 87% of residents said that Santa Monica is an excellent or very good place to live. Their concerns centered on perceptions of increased crime, dissatisfaction with homeless services, and traffic issues related to the neighborhood safety of pedestrians and cyclists.<sup>32</sup>

### Housing

The City of Santa Monica has 46,358 occupied housing units; 28% of these units are owner occupied. However, the ownership rate varies across the city, from a low of 5% in the city’s downtown area to a high of 67% in the city’s northern area. Over the past five years, the median value of a house in Santa Monica was \$1,170,000. Where owners carry a substantial mortgage, monthly housing costs equal or exceed 35% of household income of more than one-third of owners.

The cost of living in Santa Monica, as in the state as a whole, has steadily increased over the past several years. Perhaps as a result of the increasing cost of owning a house or of rent-control policies (which cover roughly 70% of rental units in the city), nearly 3 in 4 of the city’s housing units are renter occupied.<sup>33</sup> The value of a Santa Monica home increased by 17% from 2013 to 2017, while the median rent (of all rental units) increased by five percent.<sup>34</sup>

**SELECTED HOUSING CHARACTERISTICS  
IN SANTA MONICA, 2011-2017**

	2011	2013	2015	2017	2013-2017 5-YEAR AVERAGE
Median value of a house	\$967,201	\$1,000,000	\$1,228,600	\$1,237,500	\$1,168,600
Occupied units	47,181	48,280	45,678	45,258	46,358
% Renter occupied	75%	77%	72%	70%	72%
Median rent	\$1,417	\$1,587	\$1,654	\$1,743	\$1,669
Units paying 35% or more of income in rent	41%	44%	37%	39%	39%

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

<sup>31</sup> 2017 Wellbeing Index Findings Summary, the Wellbeing Project. City of Santa Monica. [wellbeing.smgov.net](http://wellbeing.smgov.net)

<sup>32</sup> 2018 Wellbeing Index Findings Summary, the Wellbeing Project. City of Santa Monica. [wellbeing.smgov.net](http://wellbeing.smgov.net)

<sup>33</sup> For an analysis of the impact of Santa Monica’s rent-control policies on rent, see the 2017 Consolidated Annual Report, Santa Monica Rent Control Board (March 2018). [smgov.net](http://smgov.net)

<sup>34</sup> U.S. Census Bureau. 2013-2017 ACS 5-Year Estimates. Table DP04: Selected Housing Characteristics. [factfinder.census.gov](http://factfinder.census.gov)

The rent charged for nearly 4 in 10 of Santa Monica’s rental units amounts to 35% or more of the household income.

## Homelessness

Santa Monica’s homeless count in January 2018 totaled 957 persons, with 68% of homeless people living on the streets; 32% of people experiencing homelessness were sheltered in emergency housing or in institutions (hospitals or jails).<sup>35</sup> Most unsheltered homeless individuals were located in downtown Santa Monica — west of Lincoln, south of Wilshire and north of Pico Boulevards.

Twenty-three percent of homeless people were female, 75% were male, and two percent identified as transgender. Twelve percent of people experiencing homelessness identified as veterans.<sup>36</sup>

### DEMOGRAPHICS OF THE HOMELESS POPULATION

	SANTA MONICA	LOS ANGELES COUNTY <sup>37</sup>
<b>TOTAL HOMELESS</b>	957	52,765
Sheltered	311	13,369
Unsheltered	646	39,396
<b>GENDER</b>		
Female	23%	31%
Male	75%	67%
Transgender/Gender non-conforming	2%	2%
<b>AGE</b>		
Under 18 years	5%	9%
18-24 years of age	4%	6%
25 years and over	91%	85%
<b>VETERAN (WOMEN AND MEN)</b>	12%	7%
<b>HOMELESS DUE TO DOMESTIC OR INTIMATE PARTNER VIOLENCE</b>		6%

*Note: Los Angeles County data includes Long Beach, Pasadena, and Glendale.*

*Source: 2018 Point-in-Time homeless counts conducted in Santa Monica and Los Angeles County*

<sup>35</sup> Santa Monica City Manager’s Report – Community and Cultural Services, Human Services Division. (March 6, 2018). Santa Monica Homeless Count: 2018 Results. [santamonica.gov](http://santamonica.gov)

<sup>36</sup> Santa Monica City Manager’s Report – Community and Cultural Services, Human Services Division. (March 6, 2018). Santa Monica Homeless Count: 2018 Results. [santamonica.gov](http://santamonica.gov)

<sup>37</sup> 2018 Greater Los Angeles Homeless Count: Los Angeles County Data Summary (published May 2018, revised October 2018). [lahsa.org/documents?id=2001-2018-greater-los-angeles-homeless-count-los-angeles-county.pdf](http://lahsa.org/documents?id=2001-2018-greater-los-angeles-homeless-count-los-angeles-county.pdf)

Relative to 2017, the homeless population in Santa Monica increased by four percent from 921 to 957 in 2018; the 2018 homeless population in the county decreased by three percent relative to 2017.

In 2018, Santa Monica reported having 311 persons occupying beds in interim housing and institutions (hospitals and jails): this amounted to one bed for roughly every three homeless persons in the city. Santa Monica shelters report an occupancy rate of 95%.<sup>38</sup>

Across California, nearly 236,000 girls and boys in public elementary and secondary schools (just under four percent of the total population) were homeless in 2014-15; over 6,000 of these were youth not in the physical custody of a parent/guardian.<sup>39</sup> In 2016-17, it was estimated that 0.7% of the 11,000 students enrolled in the SMMUSD were homeless.<sup>40</sup>

In spring 2018, information about homeless students at Santa Monica College (SMC) was published.<sup>41</sup> While the article reported that the College had no reliable estimates of homeless students, it was estimated that as many as 10% of SMC's 30,000 students could be homeless. A 2018 survey of roughly 40,000 California Community College students found that 19% had been homeless in the past year and 60% experienced housing insecurity.<sup>42</sup> Survey results from 2016 showed that 19% (17% female and 21% male) of Los Angeles Community College District (LACCD) students were homeless. Another 55% of students (57% female and 49% male) were experiencing housing insecurity. These percentages varied by race and ethnicity.<sup>43</sup>

**PERCENT OF LACCD STUDENTS EXPERIENCING  
HOUSING INSECURITY AND HOMELESSNESS BY RACE/ETHNICITY**

	AFRICAN AMERICAN	ASIAN AMERICAN	LATINX	WHITE, NOT HISPANIC	TOTAL
Homelessness	30%	12%	14%	20%	19%
Housing insecurity	74%	42%	51%	53%	55%

*Note: The data source reports the Asian population as Southeast Asian and Other Asian; the table contains an average value.*

*Source: Los Angeles Community College District*

<sup>38</sup> City of Santa Monica. (March 6, 2018). Santa Monica Homeless Count Shows Four Percent Increase. [santamonica.gov/press/2018/03/07/santa-monica-homeless-count-shows-four-percent-increase](http://santamonica.gov/press/2018/03/07/santa-monica-homeless-count-shows-four-percent-increase)

<sup>39</sup> 2017 Digest of Education Statistics. Table 204.75d: Number and percentage of homeless students enrolled in public elementary and secondary schools by primary nighttime residence, selected student characteristics, and state or jurisdiction: 2015-16. National Center for Education Statistics. [nces.ed.gov/programs/digest/d17/tables/dt17\\_204.75d.asp](http://nces.ed.gov/programs/digest/d17/tables/dt17_204.75d.asp)

<sup>40</sup> Lause, G. (October 3, 2017). More Homeless in Culver City Schools than Santa Monica. (Includes a spreadsheet of California Department of Education data showing count of homeless students enrolled in unified school districts of L.A. County.). [thefrontpageonline.com](http://thefrontpageonline.com)

<sup>41</sup> Santa Monica College Corsair. (June 5, 2018). Living in the Shadows: Homelessness at SMC. [thecorsaironline.com](http://thecorsaironline.com)

<sup>42</sup> Goldrick-Rab, S., Baker-Smith, C., Coca, V., Looker, E. (March 2019). California Community Colleges #RealCollege Survey. [hope4college.com](http://hope4college.com)

<sup>43</sup> Survey on Food & Housing Insecurity. LACCD Results, Fall 2016. [laccd.edu/departments/EPIE/Research/Documents/LACCD\\_HOPE\\_LAB\\_Survey\\_Results\\_draftv4\\_with\\_cover\\_2.27.18.pdf](http://laccd.edu/departments/EPIE/Research/Documents/LACCD_HOPE_LAB_Survey_Results_draftv4_with_cover_2.27.18.pdf)

## Poverty

One in 10 persons in Santa Monica lives below the federal poverty level: 13% of girls and women and seven percent of boys and men live in poverty.<sup>44</sup>

### A GREATER PERCENTAGE OF SANTA MONICA FEMALES THAN MALES LIVES IN POVERTY

AGE GROUP	PERCENT FEMALES IN POVERTY	PERCENT MALES IN POVERTY
0-5 years	8%	1%
6-11 years	14%	8%
12-17 years	18%	16%
18-24 years	8%	6%
25-44 years	10%	8%
45-64 years	23%	7%
All ages	13%	7%

Source: U.S. Census Bureau 2017 ACS 1-Year Estimates

Thirteen percent of Santa Monica households headed by single mothers with children under the age of 18 years live below the poverty level compared to five percent of married couple families.<sup>45</sup> This is significantly below the 30% poverty rate for single mothers across California who have children under the age of 18 years.

## Violence

**Sexual Harassment:** Roughly 1 in 3 women across the U.S. experienced sexual harassment in the workplace in 2017.<sup>46</sup> In that same year, a survey of women in the tech industry revealed that just over 1 in 4 tech workers (28%) had been sexually harassed at work, and 19% of women at tech firms in the Los Angeles area reported having been sexually harassed.<sup>47</sup> In 2018, the percentage of numbers for the tech industry nationwide jumped to 1 in 3 (35%) women, with 27% of all respondents in the Los Angeles area reporting they had experienced sexual harassment.<sup>48</sup>

<sup>44</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Table B17001: Poverty Status in the Past 12 Months by Sex by Age. [factfinder.census.gov](https://factfinder.census.gov)

<sup>45</sup> U.S. Census Bureau. 2017 ACS 1-Year Estimates. Table S1702: Poverty Status in the Past 12 Months of Families. [factfinder.census.gov](https://factfinder.census.gov)

<sup>46</sup> ABC/Washington Post Poll: Sexual Harassment (October 2017). Survey conducted by Langer Research Associates, New York, N.Y. [abcnews.go.com/Politics/unwanted-sexual-advances-hollywood-weinstein-story-poll/story?id=50521721](https://abcnews.go.com/Politics/unwanted-sexual-advances-hollywood-weinstein-story-poll/story?id=50521721)

<sup>47</sup> Kramer, J. (September 2016). Unacceptable: 23 Percent of Women in Tech Fields Admit Being Sexually Harassed at Work. [comparably.com/culture/tech/all-departments/74-have-you-ever-been-sexually-harassed-at-work](https://comparably.com/culture/tech/all-departments/74-have-you-ever-been-sexually-harassed-at-work)

<sup>48</sup> Comparably. Study: Sexual Harassment by the Numbers (May 2018). [comparably.com/blog/study-sexual-harassment-by-the-numbers/](https://comparably.com/blog/study-sexual-harassment-by-the-numbers/)

**Sexual Assault:** The number of crimes in Santa Monica has been rising since 2014: violent crimes have increased by 108%, reaching a current high in 2017. Over this same time period, property crimes increased by 45%, again with the current high noted in 2017.<sup>49</sup>

**CRIMES IN SANTA MONICA, 2013-2017**

	2013	2014	2015	2016	2017
Total Crimes	3,889	3,383	4,303	4,531	5,104
<b>VIOLENT CRIMES</b>	<b>324</b>	<b>338</b>	<b>445</b>	<b>475</b>	<b>705</b>
<i>Homicide</i>	7	0	1	2	3
<i>Rape</i>	27	30	42	40	54
<i>Robbery</i>	120	120	172	189	241
<i>Aggravated Assault</i>	170	188	230	244	407
<b>PROPERTY CRIMES</b>	<b>3,544</b>	<b>3,026</b>	<b>3,834</b>	<b>4,039</b>	<b>4,374</b>
<b>ARSON</b>	<b>21</b>	<b>19</b>	<b>24</b>	<b>17</b>	<b>25</b>

Source: State of California Department of Justice, Open Justice Data

Violent crime in Santa Monica accounted for about 10% of all crimes from 2014 through 2016, before rising to 14% in 2017. Among violent crimes committed, the most prevalent is aggravated assault, which rose by 67% in 2017 relative to 2016. Women are disproportionately victimized by the violence of rape and aggravated assault in domestic situations. Prior to 2014, rape was a crime specifically against women; in 2014, the definition of rape was broadened to recognize, among other things, that men can also be victimized as a result of rape. Of the 2015-2017 rape figures above, upwards of 75% each year were crimes against women.<sup>50</sup>

**Domestic Violence/Intimate Partner Violence:** Over the past five years, roughly 250 domestic violence-related calls for assistance were reported annually to the California Attorney General by the Santa Monica Police Department. In more than three-fourths of these calls, no weapon was involved.<sup>51</sup> In the vast majority of calls where a weapon is involved, a personal weapon (e.g., hands and feet) have been involved in the assault.

<sup>49</sup> State of California Department of Justice – Open Justice Interactive Crime Statistics Tables. Crimes and Clearances, reported by Santa Monica from 2008-2017. [openjustice.doj.ca.gov](http://openjustice.doj.ca.gov)

<sup>50</sup> State of California Department of Justice – Open Justice Interactive Crime Statistics Tables. Crimes and Clearances, reported by Santa Monica from 2008-2017. [openjustice.doj.ca.gov](http://openjustice.doj.ca.gov)

<sup>51</sup> State of California Department of Justice – Open Justice Interactive Crime Statistics Tables. Domestic Violence-Related Calls for Assistance, reported by Santa Monica from 2008-2016. [openjustice.doj.ca.gov](http://openjustice.doj.ca.gov)

### DOMESTIC VIOLENCE-RELATED CALLS FOR ASSISTANCE REPORTED IN SANTA MONICA, 2013-2017

	2013	2014	2015	2016	2017
<b>TOTAL CALLS</b>	<b>244</b>	<b>266</b>	<b>235</b>	<b>229</b>	<b>238</b>
NO WEAPON	220	237	185	193	184
WEAPON	24	29	50	36	54
<i>Personal weapon</i>	<i>16</i>	<i>11</i>	<i>33</i>	<i>23</i>	<i>38</i>

*Source: State of California Department of Justice – Open Justice System*

**Harassment/Violence in School and Colleges:** Schools are charged to provide safe learning environments that protect students from physical and emotional harm. However, crime of various types occurs at schools across the nation, and student-on-student crimes are tracked. In 2015-16, schools across the nation reported 28 crime incidents per 1,000 students: in middle schools, 39 incidents per 1,000 were reported and in high schools, 37 per 1,000 were reported.<sup>52</sup> At all grade levels, the greatest number of serious incidents involving students were physical attacks or fights without a weapon; among “other” incidents, vandalism ranked highest until high school, when the distribution or use of illegal drugs became the most significant nonviolent crime incident. The rate of school-reported student crime incidents increases as the percentage of enrolled students eligible for free or reduced-price lunch increases.

In 2017-18, over half of students in SMMUSD (grades 7, 9 and 11) reported feeling safe at school. However, roughly 1 in 3 girls (and 1 in 4 boys) reported being harassed or bullied on the school campus. Roughly 10% of students had been subjected to cyber bullying — e.g., the subject of mean rumors, lies, and/or hurtful pictures spread online or via social media. Eight percent of SMMUSD high school students (grades 9, 11) report having been forced to have sexual intercourse over their lifetime.<sup>53</sup>

The SMMUSD safety plan and policies contain information about various types of potential harmful situations, including bullying and possession or use of drugs on a school campus. When incidents are reported by students, the perpetrator is generally subject to discipline, which may include suspension or expulsion. In 2016-17, the rate of suspensions for the SMMUSD was 2.1 (per 100 students), up from 1.8 in 2015-16. No students were expelled. This compares favorably to the state where 3.6 (per 100 students) were suspended in 2015-16 and 0.1 were expelled.<sup>54</sup>

<sup>52</sup> 2017 Digest of Education Statistics. Table 229.20: Rate of crime incidents at school per 1,000 students recorded by public schools and reported to police by public schools, by school level, percentage of students eligible for free or reduced-price lunch and type of crime: Selected years, 2005-2015-16.

[nces.ed.gov/programs/digest/d17/tables/dt17\\_229.20.asp](https://nces.ed.gov/programs/digest/d17/tables/dt17_229.20.asp)

<sup>53</sup> Santa Monica-Malibu Unified School District. California Healthy Kids Survey, 2017-18: Main Report. (Tables A10.2, A8.1, Z2.36) San Francisco: WestEd Health & Human Development Program for the California Department of Education. *Note:* the forced sexual intercourse reported by SMMUSD students may not have occurred at school sites. [dq.cde.ca.gov/Dataquest](https://dq.cde.ca.gov/Dataquest)

<sup>54</sup> SMMUSD Comprehensive School Safety Plan SB 187 Compliance Document (February 2018). [smmusd.org](https://smmusd.org)

## Human Trafficking

Unfortunately, California is a leader among states in the trafficking of humans — the problem transcends city and county boundaries. In 2017, the state accounted for 15% of human trafficking cases reported across the U.S.<sup>55</sup>

HUMAN TRAFFICKING STATISTICS, 2017

	TOTAL TRAFFICKING CASES	SEX TRAFFICKING	LABOR TRAFFICKING	SEX & LABOR TRAFFICKING	% WOMEN & GIRLS	% GENDER MINORITIES
CALIFORNIA	1,305	77%	13%	5%	89%	1%
U.S.	8,524	71%	15%	4%	83%	1%

Source: Human Trafficking Hotline, the Polaris Project

Women are disproportionately trafficked with 89% of victims victimized in sex, labor or sex and labor trafficking cases being women. Thirty percent of trafficking victims in California are under the age of 18 years; over one-fourth are U.S. citizens or legal permanent residents. These statistics are similar to those across the U.S.

## Anxiety, Depression, and Suicide

Santa Monica women report greater stress levels and more economic concerns than men.<sup>56</sup> In 2017, 1 in 4 women on the Westside of Los Angeles reported needing help for emotional health problems or dependence on alcohol or drugs; just over 1 in 5 men (21%) reported needing help. Ten percent of women on the Westside reported likely having experienced serious psychological distress during the past year.<sup>57</sup>

The percentage of students enrolled in SMMUSD who report feeling chronically sad or having hopeless feelings increases from grade 7 to grade 11, when nearly half (45%) of girls and 28% of boys report these feelings. Nearly 1 in 10 eleventh grade students (9%) seriously considered attempting suicide and 10% had actually attempted suicide at least once during the past year.<sup>58</sup>

<sup>55</sup> Data from the National Human Trafficking Hotline, a Polaris Project. (2018) [humantraffickinghotline.org/states](https://humantraffickinghotline.org/states)

<sup>56</sup> 2017 Wellbeing Index Findings Summary, the Wellbeing Project. City of Santa Monica. [wellbeing.smgov.net](https://wellbeing.smgov.net)

<sup>57</sup> 2017 California Health Interview Survey. UCLA Public Health Policy Institute. These results are specific to Service Planning Area (SPA) 5 defined by L.A. County’s Department of Public Health; SPA 5 encompasses the communities of Santa Monica, Venice, Playa del Rey, Pacific Palisades, Malibu, Culver City, Brentwood, and Beverly Hills. [ask.chis.ucla.edu](https://ask.chis.ucla.edu)

<sup>58</sup> Santa Monica-Malibu Unified School District. California Healthy Kids Survey, 2017-18: Main Report. (Tables A10.2, Z2.34 and Z2.35). San Francisco: WestEd Health & Human Development Program for the California Department of Education. [dq.cde.ca.gov/Dataquest](https://dq.cde.ca.gov/Dataquest)

## The LGBTQ Community

Over the past 5-10 years, there has been progress toward equality and inclusion in the social fabric of the country, contributing to a positive impact on the wellbeing of the LGBTQ community. For example, recent laws have been passed that relate to marriage equality, there has been more visible representation in the political arena, and mainstream media has featured more LGBTQ characters in a positive light. However, LGBTQ persons continue to face discrimination in a number of areas which provide challenges to the wellbeing of the community.

**Homelessness:** LGBTQ individuals are overrepresented in the homeless population. Nationally, up to 40% of homeless youth identify as LGBT.<sup>59</sup> In the west Los Angeles area roughly 18% of homeless youth identify as LGBTQ: 14% of homeless youth identify as lesbian, gay, bisexual or queer; two percent identify as transgender and two percent identify as gender nonconforming.<sup>60</sup> These numbers are high relative to the estimated 6-8% of youth who identify as LGBTQ.<sup>61</sup>

**Violence:** A majority of LGBTQ people across the nation say they have been sexually harassed (51%) or experienced violence (51%) because of their sexuality or gender identity.<sup>62</sup> Among high school students, LGBT adolescents are roughly twice as likely as their heterosexual peers to be threatened on school property, bullied, or subjected to sexual violence.<sup>63</sup>

California's middle and high school statistics are similar to the national story: LGBT youth experience more threats, bullying and harassment than non-LGBT youth. In 2013-15, roughly one-third of California's LGB students in grades 7, 9, and 11 reported being physically bullied on school property in the past year, compared to roughly 1 in 5 non-LGB students who report being physically bullied on school property. Over half (59%) of LGB students were sexually harassed and 50% were made fun of because of their looks or the way they talked, compared to 36% of non-LGB students who were sexually harassed and 32% who were made fun of because of looks or way of talking.<sup>64</sup> In SMMUSD 2017-18 classes, eight percent of students in each grade 7, 9, and 11 reported being harassed one or more times because of their actual or perceived sexual orientation.<sup>65</sup>

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<sup>59</sup> National Coalition for the Homeless (June 2017). LGBTQ Homelessness. [nationalhomeless.org](http://nationalhomeless.org)

<sup>60</sup> 2018 Greater Los Angeles Homeless Count-Data Summary for Service Planning Area (SPA) 5. (July 2018). [lahsa.org](http://lahsa.org)

<sup>61</sup> UCLA Center for Health Policy Research, 2017 California Health Interview Survey. [ask.chis.ucla.edu](http://ask.chis.ucla.edu)

<sup>62</sup> Discrimination in America: Experiences and Views of LGBTQ Americans. (November 2017). A part of the series titled "Discrimination in America" based on a survey conducted for National Public Radio, the Robert Wood Johnson Foundation, and the Harvard T.H. Chan School of Public Health. [hsph.harvard.edu/news/press-releases/poll-lgbtq-americans-discrimination](http://hsph.harvard.edu/news/press-releases/poll-lgbtq-americans-discrimination)

<sup>63</sup> Youth Risk Behavior Surveillance — United States, 2017. Morbidity and Mortality Weekly Report (June 15, 2018). Surveillance Summaries: 67 (No. 8). Note: These national data are based on surveys across states and 21 large urban school districts (four of which are in California); state data listing participating school districts are included. Centers for Disease Control and Prevention: Tables 22, 28, 29, 30, 31, 36. [cdc.gov/yrbs](http://cdc.gov/yrbs)

<sup>64</sup> De Pedro, K., Elfers, J., Goodman, M. (2016). Health and Safety of LGBT Youth in California. Chapman University. [chapman.edu/education/files/research/ca-lgbt-narrative.pdf](http://chapman.edu/education/files/research/ca-lgbt-narrative.pdf)

<sup>65</sup> Santa Monica-Malibu Unified School District. California Healthy Kids Survey, 2017-18: Main Report (Table Z2.13). San Francisco: WestEd Health & Human Development Program for the California Department of Education. [dq.cde.ca.gov/Dataquest](http://dq.cde.ca.gov/Dataquest)

### PERCENT OF HIGH SCHOOL STUDENTS EXPERIENCING VIOLENCE, 2017

	CALIFORNIA			LOS ANGELES		
	HETERO SEXUAL	GAY, LESBIAN, BISEXUAL	NOT SURE	HETERO SEXUAL	GAY, LESBIAN, BISEXUAL	NOT SURE
Threatened or injured with a weapon on school property	5%	8%	8%	4%	10%	9%
Electronically bullied	13%	24%	4%	9%	27%	14%
Bullied on school property	17%	30%	17%	12%	28%	16%
Experienced sexual violence by anyone	9%	19%	11%	7%	23%	13%

Note: YRBS, 2017: Data by table row (1)Table 23, (2)Table 29, (3)Table 31, (4)Table 37.

Source: Centers for Disease Control and Prevention, Youth Risk Behavior Surveillance Survey (2017)

**Anxiety, Depression, and Suicide:** Across the nation, compared to those who identify as heterosexual, LGBT individuals are two to three times more likely to experience depression, anxiety, and substance misuse.<sup>66</sup> Eighty-five percent of LGBTQ youth rate their stress level at five or above on a scale of ten. Common stressors include harassment, family and peer rejection, bullying, and a sense of isolation.<sup>67</sup>

In California, 61% percent of gay, lesbian, or bisexual high school students felt sad or hopeless almost every day for several weeks in a row, compared to 29% of heterosexual students; these figures are similar to those expressed by students throughout Los Angeles.<sup>68</sup> LGBTQ individuals are more susceptible to contemplating and attempting suicide, and this is particularly true among adolescents.

### PERCENT OF HIGH SCHOOL STUDENTS EXPERIENCING SADNESS AND CONTEMPLATING SUICIDE, 2017<sup>69</sup>

	CALIFORNIA			LOS ANGELES		
	HETERO SEXUAL	GAY, LESBIAN, BISEXUAL	NOT SURE	HETERO SEXUAL	GAY, LESBIAN, BISEXUAL	NOT SURE
Feeling sad or hopeless	29%	61%	45%	27%	66%	40%
Seriously contemplated suicide	13%	49%	30%	10%	37%	32%
Attempted suicide	8%	21%	16%	7%	26%	18%

Note: YRBS, 2017: Data by table row (1)Table 43 (2)Table 45 (3)Table 49.

Source: Centers for Disease Control and Prevention, Youth Risk Behavior Surveillance Survey (2017)

<sup>66</sup> Kates, J.A., Ranji, U., Beamesderfer, A., Salganicoff, A. and Dawson, L. (2018). Health and access to care and coverage for lesbian, gay, bisexual, and transgender individuals in the U.S. [kff.org/attachment/Issue-Brief-Health-and-Access-to-Care-and-Coverage-for-LGBT-Individuals-in-the-US](http://kff.org/attachment/Issue-Brief-Health-and-Access-to-Care-and-Coverage-for-LGBT-Individuals-in-the-US)

<sup>67</sup> 2018 LGBTQ Youth Report. Human Rights Campaign. [hrc.org/resources/2018-lgbtq-youth-report](http://hrc.org/resources/2018-lgbtq-youth-report)

<sup>68</sup> Youth Risk Behavior Surveillance — United States, 2017. Morbidity and Mortality Weekly Report (June 15, 2018). Surveillance Summaries: 67 (No. 8). Centers for Disease Control and Prevention: Tables 22, 28, 29, 30, 31, 36. [cdc.gov/yrbs](http://cdc.gov/yrbs)

<sup>69</sup> *ibid* (Tables 43, 45, 49).

Across the state and the Los Angeles basin, LGB youth are up to three times more likely to feel sad and to attempt suicide than their heterosexual classmates.

While there are no large-scale statistical data specific to the Santa Monica LGBTQ community, the city works to protect the health, safety and wellbeing of all residents — including LGBTQ people who live and work there. Santa Monica has enacted non-discrimination laws, policies of an inclusive municipal workplace, municipal services that recognize the sometimes different needs of its LGBTQ constituents, law enforcement that engages with the LGBTQ community, and a public commitment of leadership to include the LGBTQ community as a valued part of the community.

The Human Rights Campaign Foundation has evaluated the city's efforts to mitigate social factors that act to increase challenges for LGBTQ individuals. Of the nearly 60 California cities evaluated using 49 criteria, Santa Monica is one of 11 cities that received a score of 100 (on a scale of 100) on the Municipal Equality Index scorecard.<sup>70</sup> This score is significantly higher than the score of 64 the city received in 2016 and indicates an attention and action to improving equality. However, the 2018 scorecard indicates that the city may be less effective in addressing the challenges of transgender people than those in the LGB community. Bonus points received in other areas (e.g., city employee domestic partner benefits) allowed the City to receive the highest score available despite falling short on some measures for transgender people.

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<sup>70</sup> Municipal Equality Index 2018: A Nationwide Evaluation of Municipal Law. The Human Rights Campaign Foundation. [hrc.org/mei](https://www.hrc.org/mei)

**SANTA MONICA WOMEN  
 SELECTED WELLBEING INDICATORS BY ZIP CODE**

INDICATOR	SANTA MONICA	90401	90402	90403	90404	90405
Satisfaction/ optimism/stress	7.4 (out of 10) satisfaction		Highest satisfaction	Most optimistic	Lowest satisfaction	Highest stress
HOUSING – NUMBER OF UNITS	51,426	5,500	5,955	14,933	10,741	15,333
Owner occupied <i>Median value of unit (in thousands)</i>	28% \$1,170	5% \$950	67% >\$2,000	22% \$1,020	22% \$800	34% \$1,200
Renter occupied <i>Median rent % for whom rent is 35% or more of household income</i>	72% \$1,669 39%	95% 1,757 47%	33% \$1,884 41%	78% \$1,765 33%	78% \$1,474 37%	66% \$1,650 28%
POVERTY						
% living in poverty Women Men	10.9% 10.5%	15.9% 12.0%	6.8% 6.8%	9.4% 9.1%	12.8% 13.1%	10.4% 10.2%
Female head of household (no spouse present) in poverty <i>With children under 18 years</i>	11.5% 14.2%	30.7% 0%	9.6% 20.0%	10.6% 20.4%	11.1% 14.6%	8.7% 8.1%

*Notes: These figures are a 5-year average of annual numbers. Poverty: In this time frame, five percent of Santa Monica residents lived in extreme poverty with an annual income less than one-half of the federal poverty level (for individuals, about \$6,000/year). Female heads of household with no spouse present with children (i.e., single mothers) generally have a higher rate of poverty than the general population.*

*Source: The Santa Monica Office of Civic Wellbeing; U.S. Census Bureau, 2013-2017 ACS 5-Year Estimates*

## About This Report

In 2018, the Santa Monica Commission on the Status of Women (COSW) partnered with the Center for the Advancement of Women at Mount Saint Mary's University to produce a report on the challenges and opportunities facing women in the City of Santa Monica. This resulting data-rich 2019 City of Santa Monica Report on the Status of Women and Girls (Report) provides a demographic profile of the women and girls who call Santa Monica home. Factors impacting the economic freedom and the general wellbeing of its citizens are discussed in separate chapters: in each section, areas of gender inequity and inclusion important to the quality of life for all women and men in Santa Monica are highlighted. Each chapter ends with a look by zip code at how women throughout the city are faring.

The COSW's efforts are closely aligned with several other Santa Monica initiatives (e.g., the Wellbeing Project and Cradle to Career Project) which provide data to guide city efforts that will enhance inclusiveness and create a more sustainable community.

## Data Sources and Precision

Several data sources are used throughout the Report, with the U.S. Census most frequently cited. The decennial census, last carried out in 2010, is designed to track the total population of the nation; the Report generally utilizes updated decennial data available through the American Community Survey (ACS) program, which surveys between 3-4 million households and individuals each year. Survey results are reported as single-year estimates where the sample population is 65,000 or more; multi-year estimates are used for smaller geographical areas and sample sizes. The Report uses 2017 ACS 1-Year Estimates where available, and 5-Year Estimates for smaller sample sizes relating to specific populations in Santa Monica.

Other databases cited in the Report include the California Department of Education, the Los Angeles Homeless Services Authority, the Centers for Disease Control and Prevention, and research results of surveys designed by institutes and advocacy groups throughout the nation. Details of the methodology used by groups in collecting and reporting data can be found in the data source references cited in the Report.

It is important to acknowledge that a report such as this can only present a snapshot in time — and that snapshot is built on the input of survey participants who report from their own perspectives on questions asked.

Additionally, it is important to acknowledge that numerical data are estimates with the statistical validity of the numbers dependent on factors such as the randomness and size of sample and control of other variables. Cited references generally publish information regarding the reliability of results. The Census's ACS numbers, for example, are reported with a range of values (the margin of error) which has a 90% probability of containing the true value. For simplicity, margins of error are not included in the Report's values; consequently, numerical figures have been rounded to the nearest whole number. While margins of error vary among the reported data, an uncertainty of 2-10% of the data point value is to be expected.

## Online References and Responsible Use of Data

Citations in the Report include a linked online reference, which was current at the time of writing. In some cases, the link leads directly to the document containing the cited data; where the link leads to a homepage, a search of the website by document title should access the document. However, in some cases a website permits the user to customize a search using interactive tools provided, and at some of these sites privacy constraints require that a professional account be set up.

Importantly, the databases generally contain information provided by individuals; anyone using the information has a responsibility to adhere to guidelines in applying and reporting such data.

## Terms Used in the Report

The Report presents data that shed light on challenges and opportunities faced by women and other marginalized groups. The community of women is diverse, with factors such as race and ethnicity, educational attainment, sexual orientation and gender identity impacting the economic freedom and wellbeing of individuals. The Report refers to “women,” a term to include those who self-identify as female, regardless of race/ethnicity and whether they are cisgender or transgender. We are aware that marginalized groups face unique challenges and, where the data allow, these groups are acknowledged and evidence of their concerns reported.

Santa Monica’s population is racially and ethnically diverse. Where data are available, the report disaggregates the population by race and ethnicity to highlight disparities among women. The following races and ethnicities account for over 90% of the city’s population: white (not of Hispanic origin), Asian American (persons of Asian origin who reside in the U.S.), and African American (those of African lineage who reside in the U.S.). Terms describing persons of any race who identify as Hispanic include: Latina, referring to those who identify as females; Latino, referring to those who identify as males, and Latinx refers collectively to women and men who identify as Hispanic.

## ACKNOWLEDGMENTS

This report was commissioned by the City of Santa Monica Commission on the Status of Women (COSW) and prepared by Mount Saint Mary's University.

### **COSW Commissioners**

Sylvia Ghazarian, *Chair*  
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Diane Miller  
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Nancy Pierandozzi  
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Jenny Vazquez-Newsum

### ABOUT THE CITY OF SANTA MONICA COMMISSION ON THE STATUS OF WOMEN (COSW)

In 1981, the Commission on the Status of Women was founded to promote equal access to and equity in many areas including healthcare, economic development, and educational opportunities for women and girls. Over the past 38 years, the COSW has worked diligently in areas such as human rights, discrimination, domestic and sexual violence prevention, campaign measures to increase the number of women candidates in public office, pay equity, homelessness, legislation, and mentoring local high school girls. [SMGOV.NET/COSW](http://SMGOV.NET/COSW)

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### ABOUT THE CENTER FOR THE ADVANCEMENT OF WOMEN AT MOUNT SAINT MARY'S UNIVERSITY

The Center for the Advancement of Women at Mount Saint Mary's University, Los Angeles is a hub for gender equity research, advocacy and leadership development. Its vision is to find solutions to persistent gender inequities and work with partners to eradicate those inequities in our lifetime. That goal includes eliminating obstacles that women face in the workplace, in their communities, in the media and beyond to make a positive difference in the lives of women and girls in California and our nation. The Center also creates public programming, research guides and training opportunities to engage more partners in its work. [MSMU.EDU/CAW](http://MSMU.EDU/CAW)

### ABOUT 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, Mount Saint Mary's provides year-round, flexible and online programs at the undergraduate and graduate level. [MSMU.EDU](http://MSMU.EDU)

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