

The City of Los Angeles

THE REPORT ON THE STATUS OF WOMEN AND GIRLS

Funded by the
Los Angeles City Commission
on the Status of Women,
and prepared by
Mount Saint Mary's University.



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Part 1: Demographics

The first part in a five-part report.
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The Report on the Status of Women and Girls in the City of Los Angeles

Introduction

This Report on the Status of Women and Girls in Los Angeles is a compilation of current research focusing on the issues and trends affecting the women and girls who call Los Angeles home. Its aim is to provide information and to serve as a touchstone for more in-depth evaluations of gender equality throughout Los Angeles that can lead to committed action by the City and its officials, as well as by those working in the nonprofit sector.

This five-part report was commissioned by the City of Los Angeles Commission on the Status of Women and researched by Mount Saint Mary's University. It will examine gender equity in these key areas: Demographics; Leadership; Education and Workforce Development; Public Safety; and L.A.'s Veterans.

The report was developed in conjunction with the office of Los Angeles Mayor Eric Garcetti whose "back to basics" agenda is focused on job creation and solving everyday problems for L.A. residents. Mayor Garcetti has established an open data Web site for the City of Los Angeles, and select data in this report can be incorporated there.

"Our city only succeeds if everyone has an equal shot at success. For too long, our women and girls have been left behind and counted out, and I want Los Angeles to lead in employing and empowering women. This first-of-its-kind report provides us with important information that will help us develop a plan of attack to address gender inequality and the issues impacting women in our city."

– MAYOR ERIC GARCETTI

Funded by the Los Angeles Commission on the Status of Women, and prepared by Mount Saint Mary's University. This is the first part in a five-part report on the challenges and opportunities facing women in the City of Los Angeles.



Part 1: Demographics

Los Angeles is the second-largest city by population in the United States, and it accounts for 10 percent of all residents in California. Los Angeles is also one of the most ethnically diverse cities in the United States. Among cities of comparable population size (New York City, Chicago and Houston), Los Angeles has the greatest immigrant population and the highest percentage of people who speak a language other than English at home. U.S. Census trends indicate that Latinas will soon account for a majority of all L.A. females.

Los Angeles' diversity also extends far beyond ethnic lines. L.A. is a heterogeneous city comprised of diverse populations that include a variety of ages, family structures, educational attainment levels and economic status.

Part I of this report is a demographical study of women and girls in the City of Los Angeles; it provides context for issues that are among the most important in affecting the quality of life for women and girls in Los Angeles.

The Methodology What follows is an overview of the methodology used in all five parts of the report.

Databases

This report will present data and evidence on which actions can be based. U.S. Census Bureau data are used widely throughout. The 2010 decennial census is designed to track the total population of the nation; however, we have generally used annual American Community Surveys (ACS), which are designed to provide a more timely look at how changes in communities are occurring (factfinder2.census.gov).

For these surveys, between three and four million housing units are surveyed each year. ACS data are reported as single-year estimates where the sample population is greater than 65,000; multi-year estimates are used for smaller geographical areas and sample sizes. This report uses the most recently available 2012 ACS 1-Year Estimates wherever possible, and 2008–2012 ACS 5-Year Estimates for smaller samples, including for data specific to L.A. Council Districts.

Queries to other databases used in specific sections include those from the California Department of Education (dq.cde.ca.gov), the Los Angeles Homeless Services Authority (www.lahsa.org) and the California Department of Public Health (www.cdph.ca.gov). Please refer to these Web sites for questions about methodology used in data gathering.

Estimating Council Districts

The U.S. Census Bureau aggregates Zip Code Tabulation Areas (ZCTAs) to represent a census block; in this report, ZCTAs have been aggregated to define the parameters of a Council District. Using a zip code map overlay, a council district has been defined by all zip codes that lie completely within its boundaries, as well as those estimated to fall geographically 50% or more within the district boundary or where the majority of population within the zip code falls within a district boundary. Double counting of zip code areas has been minimized.¹ With this approach, the following zip codes were used to define council districts and have been used in gathering data for council districts:

Zip Codes Used to Define Los Angeles City Council Districts

COUNCIL DISTRICT	ZIP CODES
CD 1 East/Northeast L.A.	90006, 90012, 90017, 90031, 90042, 90057, 90065
CD 2 Southeast San Fernando Valley	91401, 91405, 91601, 91602, 91604, 91605, 91606, 91607
CD 3 Southwest San Fernando Valley	91303, 91306, 91335, 91356, 91364, 91367
CD 4 Mid-City/Hollywood Hills areas	90010, 90020, 90027, 90036, 90046, 90068, 91403, 91423
CD 5 West L.A., Inland	90024, 90025, 90035, 90048, 90064, 90067, 90077, 90095, 91316, 91436
CD 6 Central San Fernando Valley	91352, 91402, 91405, 91406
CD 7 Northeast San Fernando Valley	91040, 91331, 91342, 91345, 91352
CD 8 South Central L.A.	90008, 90043, 90044, 90047, 90062
CD 9 Southeast L.A.	90003, 90007, 90011, 90037, 90089
CD 10 Mid-City/Baldwin Hills area	90005, 90008, 90016, 90018, 90019
CD 11 West L.A., Coastal	90045, 90049, 90066, 90094, 90291, 90292, 90293
CD 12 Northwest San Fernando Valley	91304, 91307, 91311, 91324, 91325, 91326, 91330, 91343, 91344
CD 13 Hollywood area	90026, 90028, 90029, 90038, 90039
CD 14 Downtown, East/Northeast L.A.	90013, 90014, 90015, 90021, 90023, 90032, 90033, 90041, 90071
CD 15 Harbor area	90002, 90059, 90248, 90710, 90731, 90732, 90744

¹ E. Johnson, Mapping and Land Records Division, Bureau of Engineering (Sept. 4, 2013). A listing of council districts with zip codes that lie entirely or partially within a district may be found online, along with a map showing zip code overlays with council districts: navigatela.lacity.org/common/mapgallery/cd.cfm. In this listing, a zip code may be found in multiple districts; in this report, we minimize duplication of population counts.

Precision of Data

All data used are “estimates.” For example, the ACS numbers are based on data from a sample of the total housing units and people in the population. These data may be weighted based on characteristics of the sample needed in order to bring it into closer agreement with the full population. The ACS reports the sampling error for each estimate with a margin of error, which has a 90% probability of containing the true value. Margins of error vary among reported data, depending in part on sample size and characteristics, but an uncertainty of 2-5% of the data point value is to be expected.²

In this report, census data points have been taken from the ACS reports; they have been reported directly and, in some cases, used to compute information of greater relevance to our issues. For simplicity, we have not included uncertainties in measured values. As a result, data in this report have been rounded to the nearest whole number and should not be viewed as exact measures.

Definitions

In all five parts of the report, the following terms are used throughout, except where otherwise noted:

- The term “Los Angeles” refers to the City of Los Angeles specifically, unless otherwise noted (i.e. “metropolitan L.A.” or “greater L.A.” L.A. County is also specifically noted when used).
- The term “women” generally refers to females aged 18 years and older.
- The term “girls” generally refers to females under the age of 18 years.
- The term “females” refers to all women and girls.
- The term “family household” refers to a home maintained by a householder who is in a family—a group related by birth, marriage or adoption. A “family household” includes all persons living in the home, though, whether related or not.
- The term “non-family household” refers to a home maintained by a householder who is not related through birth, marriage or adoption to anyone else residing in the housing unit. This category also includes single individuals living alone.

Notes

Occasionally, the age limits will be listed differently, based on the parameters of a study. For example, in this part of the report, the female workforce is based on a population 16 years and older; that distinction is noted in the text.

Throughout this report, data sets are primarily gendered to best focus on the status of the City’s female population. However some non-gendered data are also included — either as context for a particular issue, or where gendered data are not available.

Ethnic and racial designations reflect the respective U.S. Census, state or local terminology where data sets originated, unless otherwise noted.

² Note: See ACS Design and Methodology, U.S. Census Bureau, U.S. Government Printing Office (Washington, D.C.) 2009.

Demographics: Report Highlights

- Women of color comprise 72% of Los Angeles' female population, with Latinas representing 48% of all women in the City.
- Twenty-five percent of all L.A. women (25 years and older) do not have a high school degree, compared with 13% of U.S. women. Sixty-three percent of L.A. women have not attained a post-secondary degree, compared to 62% of U.S. women.
- Sixty-three percent of women in Los Angeles are unmarried—a larger percentage than exists in L.A. County, California and the United States as a whole.
- Thirty percent of all L.A. females under the age of 18 live in poverty. The L.A. poverty rate for single mothers raising children under the age of five is 49% — four times greater than the rate for married couples.
- L.A. women's median earnings are \$25,557 versus \$30,399 for men, meaning women earn \$0.84 for every \$1.00 a man earns.
- Women earn less than men across every occupational cluster. The largest gaps are evident in computer, engineering and science occupations (\$14,954 difference); healthcare practitioner and technical occupations (\$11,939 difference); education, legal, community service, arts and media occupations (\$10,026 difference); and management, business and financial occupations (\$8,930 difference).

Population Overview

California is the nation's most populous state, claiming 12% of all U.S. residents; 10% of California's population, of which half are female, reside in the City of Los Angeles. Los Angeles is a heterogeneous city comprised of a diverse people — in ethnicity, age, education and economic status.

Total Population

	Total population	Women and girls	% Female
California	38,041,430	19,123,657	50%
Los Angeles County	9,962,789	5,043,392	51%
City of Los Angeles	3,857,786	1,940,466	50%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates.

Nearly 25% of Los Angeles Females are Less than 18 Years of Age³

Age group	% L.A. City females in the age group	% L.A. County females	% California females
Under 5 years	6%	6%	7%
5-17 years	16%	17%	17%
18-24 years	11%	10%	10%
25-44 years	31%	29%	27%
45-64 years	24%	25%	25%
65 years and over	13%	13%	14%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table S0101).

Of the more than 1.9 million females in the City of Los Angeles, the median age is 35.5 years, compared with the statewide median age of 36.7 years for females. Nearly a quarter of Los Angeles females are under the age of 18 years, as is the case in California as a whole.⁴

More Los Angeles Women than Men are Age 65 and Older

Population group	Los Angeles: % females/age group	L.A. County: % females/age group	California: % females/age group	U.S.: % females/age group
Under 18 years	49%	49%	49%	51%
18-34 years	49%	49%	48%	49%
35-64 years	50%	51%	51%	51%
65 years & over	57%	57%	56%	56%
TOTAL	50%	51%	50%	51%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table B0201).

³ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table S0101). Retrieved from <http://factfinder2.census.gov>.

⁴ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table B0201: Selected population profiles in the United States, selected for Los Angeles City. Retrieved from <http://www.factfinder2.census.gov>.

The number of women across the nation is roughly the same as the number of men in every age group except those ages 65 years and older. The number of women 65 years and older in Los Angeles, as well as in California and the nation, is greater than the number of men.⁵

Council District Highlight: There is a greater number of women than men who are 65 years and older in every council district, ranging from 51% in Council District 3 (Southwest San Fernando Valley), to a population that is 61% older women in District 8 (South Central L.A.). (See Appendix D for a table illustrating the percentage of females by age group, by council district.)

The distribution of ages among ethnic and/or racial groups in the City varies significantly.

Age Distribution of L.A.'s Females by Ethnicity/Race⁶

	African American	Asian American	Latina	White (non-Hispanic)	Other races/unknown
Under 5 years	4%	3%	9%	4%	11%
5-17 years	14%	9%	21%	9%	14%
18-24 years	10%	10%	12%	9%	13%
25-34 years	14%	19%	16%	17%	20%
35-64 years	42%	42%	35%	42%	32%
65 years and over	16%	17%	7%	19%	10%
Median Age (years)					
Women	41	40	30	44	
Men	36	37	29	42	

Source: U.S. Census Bureau, 2012 ACS 1-Year Estimates; Table B01001 for age distribution, Table B01002 for median ages.

As population subgroups, whites, Asian Americans, and African Americans have the greatest percentages of older females; Latinas comprise the greatest percentage of under-18 females in Los Angeles (30% of Latinas are under the age of 18). While the age distribution of males is not given above, in every population subgroup, the median age indicates that women on average are older than men. This information will be helpful in designing programs to address the needs of persons across lifetimes.

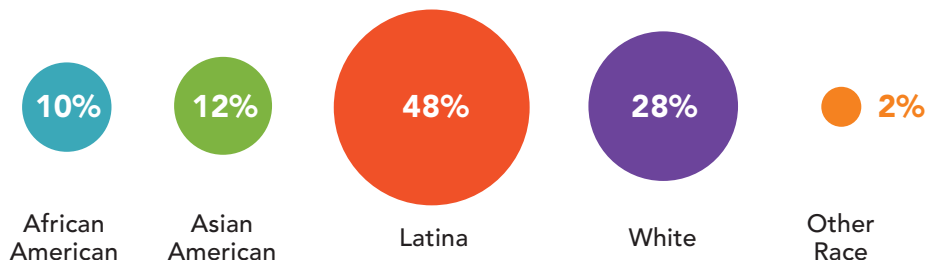
Council District Highlight: The median age of females in Los Angeles varies by council district, with the youngest median age appearing in Council District 9 (Southwest L.A.), at 23.6 years, and the oldest median age in Council District 12 (Northwest San Fernando Valley), at 39.4 years. In most council districts, the median age of females is greater than that of males. (See Appendix C1 for a table illustrating the distribution of females and males by age, by council district; see Appendix C2 for a table of median age by council district.)

⁵ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table 0201: Selected Population Profile in the United States, selected for Los Angeles city. Retrieved from <http://www.factfinder2.census.gov>.

⁶ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Tables B01001 and B01001 B, D, H, and I: Sex by Age. Table B01002 B, D, H and I: Median Age. Retrieved from <http://factfinder2.census.gov>.

Race and Ethnicity

Key Finding: Los Angeles is one of the most diverse cities in the United States. Here, women of color comprise 72% of Los Angeles' female population, with Latinas nearing a majority of all women in the City. L.A.'s rich cultural diversity offers challenges for how the City delivers critical services and programs necessary for all residents to thrive.



While there is not quite yet a majority ethnic group in Los Angeles as a whole, U.S. Census trends indicate that Latinas will soon top 50% of all females in the City.

Nearly Half of Los Angeles Females are Latinas

Race/Ethnicity	% of City females (Total: 1,940,466)	% L.A. County females (Total: 4,979,000)	% California females (Total: 18,736,000)
African American	10%	9%	6%
Asian American	12%	14%	14%
Latina	48%	47%	37%
White	28%	28%	40%
Other races/ethnicities	2%	2%	3%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates.

Los Angeles has a greater percentage of Latinas than New York City (28% Latina), Chicago (27% Latina) and Houston (42% Latina). Male demographics roughly match those of females in all cities; in Los Angeles, 48% of females are Latina and 49% of males are Latino.⁷

Council District Highlight: Women and girls of color make up more than 70% of the female population in Los Angeles.⁸ Several council districts have majority representation: African-American females are a majority in District 8 (South Central L.A.); Latinas hold a majority in Districts 6 (Central San Fernando Valley), 7 (Northwest San Fernando Valley) and 9 (Southeast L.A.); and white females comprise the majority in Districts 4 (Mid-City/Hollywood Hills), 5 (West L.A., Inland) and 11 (West L.A., Coastal). *(See Appendix A for data on racial/ethnic distribution, by council district.)*

⁷ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates; (Table B01001). Retrieved from <http://factfinder2.census.gov>.

⁸ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table B0201: Selected population profiles in the United States for Black or African American alone; Asian alone; Hispanic or Latino (of any race); White alone, not Hispanic or Latino. Retrieved from <http://factfinder2.census.gov>.

Language

Another key indicator of the diversity inherent in Los Angeles' population is the percentage of households that primarily use a language other than English when at home.

Over 60% of Angelenos Sometimes, or Always,
Speak a Language Other than English in the Home

	Los Angeles	L.A. County	California	U.S.
% of population (5 years and over) who speak a language other than English in the home	61%	57%	44%	21%
% of population (5 years and over) who speak English less than "very well"	29%	26%	19%	9%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table S0201).

The data above includes both women and men, since these statistics are reported by household as opposed to gender. Still, it is important to note that 29% of Angelenos report that they speak English less than "very well."⁹ Both percentages noted in the table are greater than L.A. County, California and the nation, and attest to the number of foreign-born people who call Los Angeles home.

There have been well over 100 different languages identified as spoken in homes across L.A. County.¹⁰ Spanish (or Spanish Creole) is the most common language spoken specifically within the City of Los Angeles, with 43% of the population primarily speaking Spanish at home. English follows at 34%, Korean and Tagalog at 3%, Armenian and Chinese at 2%, and all other languages are each spoken in less than 1% of L.A. households.¹¹ Still, many close-knit L.A. communities have a majority of residents who speak a language other than English.

Immigrant Status

One of many significant factors that contribute to Los Angeles' great cultural diversity is the high percentage of foreign-born residents living in the City.

Nearly 40% of Angelenos are Foreign-Born

	Los Angeles	L.A. County	California	U.S.
% of population foreign born	39%	35%	27%	13%
% of foreign-born population that is under 18 years of age	2%	2%	1%	1%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table S0201).

⁹ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table S0201: Selected Population Profile in the United States, selected for Los Angeles city. Retrieved from <http://factfinder2.census.gov>.

¹⁰ Centers for Disease Control and Prevention, Emergency Preparedness and Response. Retrieved from www.bt.cdc.gov/snaps/data/06/06037_lang.htm.

¹¹ U.S. Census Bureau, 2013 American Community Survey 1-Year Estimates. Table B16001: *Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over*. Retrieved from <http://factfinder2.census.gov>.

Thirty-nine percent of Angelenos report being born outside the United States, a rate higher than in L.A. County, statewide and nationally.

The Majority of L.A.'s Foreign-Born Population Comes from Latin America

World region of origin for foreign-born population	Los Angeles	L.A. County	California	U.S.
Europe	7%	5%	7%	12%
Asia	30%	35%	37%	29%
Africa	2%	2%	2%	4%
Latin America	61%	57%	53%	52%
North America	1%	1%	1%	2%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table S0201).

Of the City's foreign-born population, 61% have emigrated from Latin America and 30% from Asia. As is true statewide, 70% of documented immigrants have lived in the United States since before the turn of the century (2000).¹²

L.A. Has a Higher Percentage of Foreign-Born Women

	Population	% foreign-born	% females who are foreign-born and <18 years	% females who are foreign-born 18+ years	% males who are foreign-born and <18 years	% males who are foreign-born 18+ years
Los Angeles	3,804,503	39%	2%	38%	2%	37%
L.A. County	9,840,024	35%	2%	35%	2%	33%
California	37,325,068	27%	1%	26%	2%	25%
U.S.	309,138,711	13%	1%	12%	1%	12%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table B05003).¹³

Los Angeles has a higher percentage of adult females who are foreign-born (38%) than all other comparisons at the local, state and national level: L.A. County (35%), California (26%) and statewide (12%).

More than Half of All Foreign-Born Females in Los Angeles are from Mexico and Central America

	Total foreign-born sample	Number of females	% Mexico	% Asia	% Central America	% Europe	% South America	% other areas	% Caribbean
L.A.	1,488,456	761,144	35%	30%	22%	7%	3%	3%	1%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table B05008).¹⁴

¹² *Ibid.* Immigration Section; see also Table S0501 Selected Characteristics of the Native and Foreign-Born Population.

¹³ Data searched by Sex, by Age, by Nativity and Citizenship Status. Retrieved from: <http://factfinder2.census.gov>.

More foreign-born residents in Los Angeles were born in Mexico than any other region. Thirty percent of foreign-born L.A. females were born in Asia, while 22% were born in Central America.

L.A. Female Immigrants Slightly Outnumber Males

	Los Angeles	L.A. County	California	U.S.
% foreign-born who are female	51%	52%	52%	49%
% naturalized citizens who are female	55%	55%	54%	54%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates.

These statistics represent documented immigrants for which 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%) were female.¹⁵

The latest data for Los Angeles indicate that more than 512,000 undocumented immigrants were living in the City between 2011-2013.¹⁶

Population Totals and Undocumented Immigrants by Gender, 2011-2013

	Total Population	%	Undocumented Population	%
State of California	38,272,414		2,984,429	
Female	19,229,125	50.2%	1,375,549	46.1%
Male	19,043,289	49.8%	1,608,880	53.9%
L.A. County	10,042,502		1,019,242	
Female	5,084,828	50.6%	470,384	46.2%
Male	4,957,674	49.4%	548,858	53.8%
City of L.A.	3,893,360		512,008	
Female	1,957,903	50.3%	233,556	45.6%
Male	1,935,457	49.7%	278,452	54.4%

Source: All preliminary estimates were made by the USC Center for the Study of Immigrant Integration. Figures were estimated using IPUMS 2011-2013 American Community Survey data. (Ruggles et al. 2012)

There are 233,556 undocumented female immigrants within Los Angeles — 45.6% of the City’s total undocumented population. That percentage is slightly lower than both L.A. County and statewide rates.

¹⁴ Data searched by Sex, by Place of Birth, by Year of Entry for the Foreign-Born Population. Retrieved from: <http://factfinder2.census.gov>.

¹⁵ Office of Immigration Statistics, Estimates of the Unauthorized Immigrant Population Residing in the U.S.: January 2011. Retrieved from <http://www.dhs.gov>.

¹⁶ USC Center for the Study of Immigrant Integration. Figures estimated using IPUMS 2011-2013 American Community Survey data (Ruggles et al. 2012).

Council District Highlight: Based on cumulative data from 2008-2013, nearly 40% of Los Angeles' population is foreign-born; this is compared with a national average of 13% foreign-born population over the same time period. Council District 1 (East/Northeast L.A.) has a majority of foreign-born residents (52%); Council District 11 (West L.A., Coastal) has the smallest proportion of foreign-born population (23%). L.A.'s total foreign-born population comprises 1–2% of people who are under 18 years of age.¹⁷ In Council District 5 (West L.A., Inland), the majority of the female, foreign-born population has emigrated from Asia; in Districts 8 (South Central L.A.) and 9 (Southeast L.A.), at least 90% of all female immigrants have come to California from Latin America (including 41% and 61% from Mexico, respectively).¹⁸ (See Appendix B1 for immigrant status by council district; Appendix B2 for region of origin for foreign-born females, by council district.)

Educational Attainment¹⁹

KEY FINDING: According to statistics from the California Department of Education, girls in the City's Los Angeles Unified School District (LAUSD) graduate at higher rates than boys. However, that obscures the comparatively low graduation rates among female African Americans, American Indians and Latinas, especially within the LAUSD, where these girls graduate at a rate of 73% or less.

In the 2012-13 school year, 1,041,849 students were enrolled in school at some level in the City of Los Angeles — from nursery school all the way through graduate/professional degree programs. Of the total number of students, 51% were girls.²⁰

Within the City of Los Angeles, the vast majority of K-12 students are served by the LAUSD, the second-largest public school system in the nation; only the New York City Department of Education serves a greater number of students.

In L.A., Nearly 90% of K-12 Girls are in Public School

Total number of girls = 311,102	Kindergarten	Grades 1-4	Grades 5-8	Grades 9-12	Total
Public school (LAUSD)	22,640	80,137	83,276	89,761	275,814
Private school	2,544	10,507	10,530	11,707	35,288
% girls in public schools (LAUSD)	90%	88%	89%	88%	89%

Source: U.S. Census, 2012 ACS 1-Year Estimates (Table B14002).²¹

¹⁷ U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates. Table B05003: Sex by Age by Nativity and Citizenship Status. Retrieved from <http://factfinder2.census.gov>.

¹⁸ U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates. Table B05008: Sex by Place of Birth by Year of Entry for the Foreign-born Population. Retrieved from <http://factfinder2.census.gov>.

¹⁹ Note: Issues related to educational attainment will be examined in greater detail in the fourth part of this report on Education and Workforce Development.

²⁰ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Selected Population Profile. Retrieved from <http://factfinder2.census.gov>.

In the City of Los Angeles, 89% of girls in K-12 are in public school. While this number accounts for most of the total number of girls within the LAUSD, the LAUSD also includes “many other cities and several unincorporated parts of the County.”²² The California Department of Education lists the total 2012-13 enrollment of girls in the LAUSD as 319,172.²³

Overall, the LAUSD includes more than 750 schools and serves all of Los Angeles, as well as some adjacent communities in the county. At the senior high school level, there are 94 schools, 53 magnet centers and several charter schools. Smaller numbers of Los Angeles students in grades K-12 are also served by private (sectarian and non-sectarian) schools.²⁴

High School Graduation Rates

The 2012-13 cohort graduation rates²⁵ reported for K-12 students in California shows that girls graduate from public high school at a higher rate than boys: 84% to 77%, respectively.

California Public High School Cohort Graduation Rates²⁶

Race/ethnicity	LAUSD girls	LAUSD boys	L.A. County girls	L.A. County boys	California girls	California boys
African American	69%	58%	73%	63%	73%	63%
American Indian/ Alaska Native	69%	64%	74%	65%	78%	68%
Asian American	87%	83%	95%	92%	93%	90%
Filipino	91%	83%	95%	90%	93%	90%
Pacific Islander	78%	67%	95%	90%	94%	90%
Latina/o	73%	61%	78%	69%	80%	71%
White, not Hispanic	79%	69%	90%	84%	90%	85%
Multi-racial	67%	*	88%	85%	88%	82%
ALL	74%	62%	81%	73%	84%	77%

Source: California Department of Education. Note: The * in the LAUSD Boys column above denotes that data were not made public in order to protect the privacy of a population that includes fewer than 10 students. These numbers include public charter schools except those using the Alternative Schools Accountability Model (ASAM), those classified as County Office of Education Administered (COE) charters, and those operated by Local Educational Agencies (LEA).

²¹ Note: Data searched by Sex, by School Enrollment, by Level of School, for the population 3 years and over. Retrieved from: <http://factfinder2.census.gov>.

²² LAUSD Fingertip Facts (2011-2012). Retrieved from www.lausd.net.

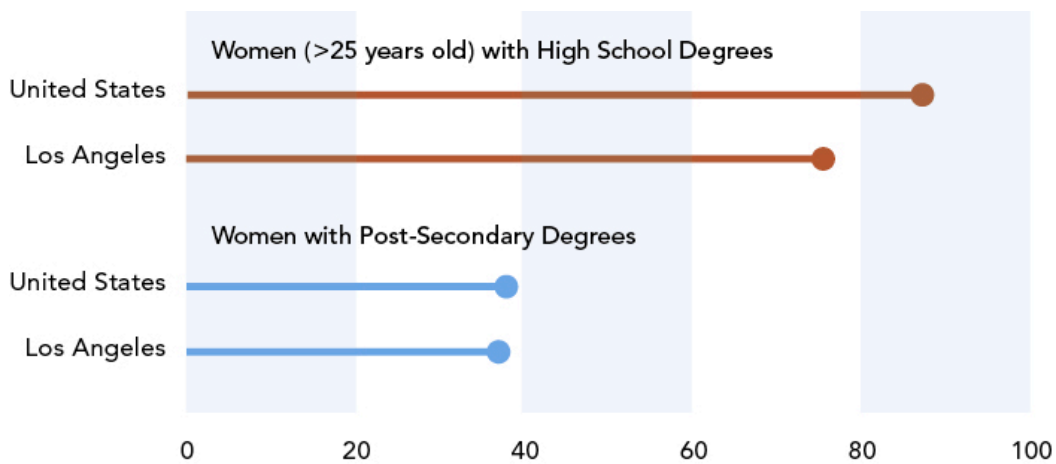
²³ California Department of Education. Retrieved from <http://dq.ced.ca.gov/>.

²⁴ LAUSD Fingertip Facts (2011-2012). Retrieved from www.lausd.net.

²⁵ California uses an adjusted cohort model for calculating graduation rates: The four-year adjusted cohort includes students who enter 9th grade for the first time in the initial year. Students who transfer into the cohort during any of the four years are added to the cohort; students who transfer out, emigrate to another country or die during the four-year period are subtracted from the cohort. (See www2.ed.gov/policy/elsec/guid/hsgrguidance.pdf).

²⁶ California Department of Education: Cohort Graduation Rates by Gender for the Class of 2012-13. Retrieved from <http://dq.cde.ca.gov/dataquest>.

Girls graduate from high school at a higher rate than boys at the city, county and state levels. The graduation rate of girls from the LAUSD, however, is less than that for girls throughout L.A. County and the state. LAUSD female students who are African American, American Indian and Latina all have graduation rates under 75%.



The Educational Attainment of Los Angeles Women²⁷

Educational attainment	% L.A. women (Total: 1,302,595)	% L.A. men (Total: 1,259,701)	% California women (Total: 12,670,155)	% California men (Total: 12,109,629)
Less than high school	25%	25%	18%	19%
High school graduate or equivalency	20%	20%	20%	21%
Some college	18%	18%	22%	22%
Associate's degree	6%	5%	9%	7%
Bachelor's degree	21%	21%	20%	19%
Graduate/ professional degree	10%	11%	11%	12%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table S1501). Note: Population 25 years and older.

A quarter of all L.A. women (and men) have less than a high school degree. The data also reveal that 63% of women in Los Angeles lack a post-secondary, higher-education degree — a rate likewise equal to men in the City.

²⁷ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table S1501: Sex by Educational Attainment. Retrieved from <http://factfinder2.census.gov>.

U.S. Women have Similar Educational Attainment Rates
Compared with Men across the United States

Educational attainment	% U.S. women (Total: 108,101,796)	% U.S. men (Total: 100,629,702)
Less than high school	13%	14%
High school graduate or equivalency	28%	29%
Some college	22%	21%
Associate's degree	9%	7%
Bachelor's degree	18%	18%
Graduate/professional degree	11%	11%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table S1501). Note: Population 25 years and older.

When compared with the United States as a whole, Los Angeles has significantly more women who have not earned a high school degree: 25% of L.A. women compared with 13% of all U.S. women. Post-secondary rates are much closer, with 37% of L.A. women having earned a post-secondary degree (associate's or higher), compared with 38% of women nationally.

Council District Highlight: Educational attainment of women in Los Angeles varies by council district, with the highest percentage of women without a high school education in Council District 9 (Southeast L.A., 56%); more than half the women in Districts 5 and 11 (West L.A., Inland & West L.A., Coastal, 59%) hold baccalaureate degrees or higher.²⁸ **(See Appendix F for a comparison of women's educational attainment with men's, by council district.)**

There is a clear need to find new solutions that enable more students to graduate from high school. With only 37% of L.A.'s women holding a post-secondary degree, there is also an opportunity to prepare more women for higher education, as well as other routes to economic security, including associate's degree programs, vocational training and public policy that creates increased minimum wage earnings.

As the next section on "Economic Wellbeing" explores, the real issue here is learning why positive educational rates are *not* leading to more economic security. If the educational attainment of Los Angeles' females is comparable to L.A.'s male population — and superior, in many cases — why is the economic outlook for L.A.'s women so much bleaker than it is for the City's men?

²⁸ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table S5101: Sex by Educational Attainment. Retrieved from <http://factfinder2.census.gov>.

Economic Well-being²⁹

KEY FINDING: For the first time since before the country's economic recession began in 2008, Los Angeles' unemployment rate for females dropped in 2013 — and continued to drop in 2014. However, similar to evidence at the state and national level, some of the City's most vulnerable population groups are still struggling. For example, more than 30% of all L.A. females living in poverty are under the age of 18.

The economic security of Angelenos varies by council district, but across all areas the factors affecting economic wellbeing impact women to a greater degree than men: the unemployment rate of women is equal to or greater than that of men, median earnings are less than those of men and the percentage of women living in poverty is greater than that of men in all parts of the city.³⁰

Employment³¹

Sixty-six percent of the overall population (16 years and older) in the City is in the labor force. In 2012, 12% of that labor force reported being unemployed; by the end of 2014, preliminary, non-gendered data indicate that percentage had decreased to 8.3%.³²

L.A. Employment by Gender

	2013		2012	
	Women	Men	Women	Men
Number of people(16 years and over) in the labor force	943,251	1,150,937	921,898	1,118,410
% of labor force unemployed	11%	10%	13%	12%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates.

Of the more than 3 million people in Los Angeles who are in the labor force (16 years and older), 45% are women; the unemployment rate of women is higher than that of men. The percentages of unemployed men and women in L.A.'s labor force (11% and 10%, respectively) are consistent with the unemployment rates for women and men at the state level.³³ It is significant to note that the 2013 unemployment rate of L.A. women with children under the age of six years was 13%.³⁴

²⁹ Issues related to economic wellbeing will be examined in greater detail in the part of this report on Education and Economic Development.

³⁰ U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates. Tables: DP03, S2401, and B17001 for council districts by ZCTA. Retrieved from <http://factfinder2.census.gov>.

³¹ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table S0201: *Selected Population Profile in the United States selected for Los Angeles city*. Retrieved from <http://factfinder2.census.gov>.

³² California Employment Development Department: Monthly Labor Force Data for Cities and Census-Designated Places for November 2014 (released Jan. 23, 2015). Retrieved from www.labormarketinfo.edd.ca.gov.

³³ Ibid. Derived from Table S0201.

³⁴ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table S2301: *Employment Status*. Retrieved from <http://factfinder2.census.gov>.

Gendered data at the local level is not yet available for 2014; however, preliminary statewide data available for December 2014 indicates that the unemployment rate for women in California stood at 7.7%, compared with 7.3% for men.³⁵

Percentage of Unemployed Women
in Los Angeles Decreased in 2013

	2013	2012	2011	2010	2009	2008	2007	2006
% of females (16+ years) in labor force	60%	59%	59%	60%	60%	60%	57%	58%
% of females in labor force who are unemployed	11%	13%	13%	13%	12%	7%	7%	7%

Source: U.S. Census Bureau, (Table S0102).

While the percentage of the female population (age 16 years and older) in the labor force has hovered around 57–60% since 2006, the percentage of women seeking employment rose abruptly in 2008 from 7–12%.

For the first year since that increase, a decrease of two percentage points was measured in 2013, representing nearly 11,000 fewer women seeking jobs in 2013, compared with 2012. The most recent unemployment data available, from December 2014, indicate a continued decrease in the City’s overall unemployment rate, with the percentage falling to 8.3% for women and men together.

Occupations

There are distinctions between the types of occupations that employ one gender more frequently than the other.

Percentages and Median Salaries of L.A. Women and Men
by Occupational Clusters³⁶

Occupation cluster	% Women in L.A.	% Men in L.A.	Median salary of L.A. Women	Median salary of L.A. Men
Healthcare practitioner and technical occupations	66%	34%	\$55,105	\$67,044
Sales and office occupations	56%	44%	\$24,875	\$28,471
Education, legal, community service, arts and media occupations	50%	50%	\$40,487	\$50,513
Service occupations	54%	46%	\$14,932	\$20,018
Management, business and financial occupations	45%	55%	\$52,138	\$61,068
Computer, engineering and science occupations	28%	72%	\$52,367	\$67,321

³⁵ California Demographic Labor Force, Summary Table, Preliminary December 2014 figures. Retrieved from www.calmis.ca.gov

³⁶ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table S2401: *Occupation by Sex*. Retrieved from <http://factfinder2.census.gov>.

Production, transportation, material moving	25%	75%	\$16,090	\$21,691
Natural resources, construction and maintenance	3%	97%	\$20,405	\$22,679
Total Workforce (ages 16 years and over)	45%	55%	\$25,557	\$30,399

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table S2401).

One of the first facts to note in the table above is that the median salaries within three of these occupational clusters — for both women and men — are below the federal poverty level for a family of four: service occupations; production, transportation, material moving; and natural resources, construction and maintenance. And in each of these clusters, women earn less than men, most noticeably within the service sector; there, women make up 54% of the workforce but earn over \$5,000 less compared with men.

In fact, by median salary, women earn less than men across every occupational cluster represented above. The largest gaps are evident in the computer, engineering and science occupations (\$14,954 difference); healthcare practitioner and technical occupations (\$11,939 difference); education, legal, community service, arts and media occupations (\$10,026 difference); and management, business and financial occupations (\$8,930 difference).

Assessing job access, women are represented in every job cluster, comprising the majority of the workforce in the healthcare practitioner/technical occupations, sales/office and service sectors. However, women make up less than 50% of the workforce in four major occupational clusters and comprise only 3% of natural resources, construction and maintenance occupations. These numbers are similar to statewide statistics, with the exception that women statewide also hold a majority of jobs in the education/legal/community service/arts/media sector — a sector that includes many well-paying jobs. This discrepancy should raise the question as to why women in Los Angeles do not occupy these jobs at the same rate as other women throughout California.

Income

The median earnings across all occupations for women in the City of Los Angeles are less than that for men in the City, county, state and country. However, there is less pay discrepancy between genders in Los Angeles than exist elsewhere.

Annual Median Earnings Across all Occupations
for Full-time, Year-Round Workers by Gender (16 years and older)³⁷

	Los Angeles	L.A. County	California	U.S.
Women	\$37,253	\$40,051	\$42,021	\$37,483
Men	\$38,310	\$41,974	\$50,369	\$47,887
Difference in median earnings	\$0.97 women to \$1.00 men	\$0.95 women to \$1.00 men	\$0.83 women to \$1.00 men	\$0.78 women to \$1.00 men

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates.

When comparing median earnings between all full-time, year-round working women and men, Los Angeles women earn \$0.97 for every \$1 a man earns. That difference is \$0.14 narrower than the gap at the state level, and \$0.19 better than the wage gap that exists at the national level.

The median earnings across all occupations for the entire civilian employed population 16 years and older is less than for those who work full-time year-round. In Los Angeles, the median earnings for the employed population are \$25,557 for women and \$30,399 for men. These numbers reflect an overall gender wage difference of \$0.16.³⁸

Poverty

The 2012 poverty threshold in the United States was defined for a single person working full time as \$11,720; the threshold for a family of three was \$19,090 and for a family of four (2 adults, 2 children under the age of 18) was \$23,283.³⁹

Nearly a Quarter of all Angelenos
Live Below Poverty Level

	Los Angeles	L.A. County	California	U.S.
Number in poverty	882,271	1,870,813	6,325,319	48,760,123
Overall % in poverty	23%	19%	17%	16%
% of those in poverty who are female	54%	54%	54%	55%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table B17001).

³⁷ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table S2402: *Occupation by Sex and Median Earnings in the past 12 months (in 2012 Inflation-adjusted dollars) for full-time, year-round civilian employed population 16 years and over*. Retrieved from <http://factfinder2.census.gov>.

³⁸ U.S. Census Bureau, 2012. Table S2401.

³⁹ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates: Data and Documentation Section.

In 2012, 6.3 million Californians — 17% of the state’s population — lived below the official poverty threshold. In Los Angeles County, 19% of the population live in poverty; in the City of Los Angeles, 23% live in poverty. Throughout the state and the nation, more than half of those in poverty are female.⁴⁰

Thirty Percent of Los Angeles Females Living in Poverty are Under 18 Years of Age

Age Group	Los Angeles females in poverty (Total: 474,900)	California females in poverty (Total: 3,390,445)	U.S. females in poverty (Total: 26,849,384)
Under 5 years	9%	9%	9%
5-17 years	21%	22%	21%
18-24 years	14%	14%	15%
25-34 years	15%	15%	15%
35-44 years	14%	13%	12%
45-64 years	17%	18%	18%
65+	9%	9%	10%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table B17001).⁴¹

Of the nearly half-million Los Angeles females living in poverty, 30% are under the age of 18; and 9% of females living in poverty are under the age of 5 years. When females up to the age of 24 are taken into account, the poverty percentage increases to 44%. These percentages mirror statewide and national statistics.

Comparing L.A. Females Living in Poverty with U.S. Cities of Similar Size, by Population

Age Group	Los Angeles females in poverty (Total: 474,900)	New York City females in poverty (Total: 982,656)	Chicago females in poverty (Total: 353,333)	Houston females in poverty (Total: 272,041)
Under 5 years	9%	8%	8%	11%
5-17 years	21%	20%	21%	25%
18-24 years	14%	12%	14%	12%
25-34 years	15%	15%	16%	16%
35-44 years	14%	13%	12%	13%
45-64 years	17%	19%	19%	16%
65+	9%	13%	10%	7%
All females	25%	23%	26%	26%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table B17001).⁴²

⁴⁰ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table B17001: Poverty Status in the past 12 months by sex by age, selected for Los Angeles city. Retrieved from <http://factfinder2.census.gov>.

⁴¹ Note: Data searched by Poverty Status in the Past 12 Months, by Sex, by Age. Retrieved from: <http://factfinder2.census.gov>.

The poverty rate of all females in the comparison cities range from 23% in New York City to 26% in both Chicago and Houston. Houston has the greatest proportion of girls in poverty (36%) and New York City has the least (28%). New York City, however, has a higher proportion (13%) of women over the age of 65 years living in poverty than any of the other comparison cities; Houston has the least (7%).

African Americans, American Indians and Latinas have the
Highest Poverty Rates among L.A. Females⁴³

	% living in poverty	% living in poverty who are female	% living in poverty who are male
African American	30%	16%	14%
American Indian and Alaska Native	29%	16%	13%
Asian American	16%	9%	7%
Latino	30%	16%	14%
White	18%	10%	8%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates

Regardless of ethnicity, poverty rates are slightly higher for L.A. females than for L.A. males. Overall, poverty rates among Latinos and African Americans in the City of Los Angeles are the highest, with three out of 10 persons in these groups living in poverty.

Council District Note: In some areas of the City, up to 25% or more of the women living in poverty are employed. Poverty status by employment status is discussed in greater detail in the part of this report on Education and Workforce Development.

It's important to note that the above poverty numbers do not take into account the higher cost of living in Los Angeles compared with the United States as a whole. When living costs are factored in, adjusted poverty rates increase as well.⁴⁴

For example, the U.S. Census Bureau has experimented with a Supplemental Poverty Measure (SPM) that takes into account location in setting the federal poverty threshold; SPM also considers as income some federal benefits and assistance available to those in need.

In California, if the SPM was applied to the state's Official Poverty Measure in 2011, California's poverty rate would jump from 16% to 23%. Similarly, using the California

⁴² Ibid, note.

⁴³ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table B17001: Poverty Status in the past 12 months by sex by age for selected populations; Table B17001B: African American population; Table B17001D: Asian Population; Table B17001C: American Indian/Alaska Native; Table B17001I: Latino population; Table B17001A: white population. Retrieved from <http://factfinder2.census.gov>.

⁴⁴ Note that gendered data are not available in the following examples at the end of this poverty section.

Poverty Measure (CPM) — developed by the Stanford Center on Poverty and Inequality, and the Public Policy Institute of California — the same 16% figure would increase to 22%.⁴⁵

The U.S. Bureau of Labor Statistics also publishes a consumer price index for urban consumers (CPI-U) living in metropolitan areas. Using this tool, metro Los Angeles ranks second among comparably sized cities in terms of higher consumer costs.

Larger Cities have Greater Consumer Costs for Residents

Metropolitan area	CPI-U
New York, North New Jersey	258.08
Los Angeles, Riverside, Orange Counties	240.475
Chicago, Gary, Kenosha	226.262
Houston, Galveston, Brezonia	212.169

Source: U.S. Bureau of Labor Statistics, *Consumer Price Indexes*, December 2014.⁴⁶

Housing and Transportation

Men are no longer the presumed head of households in Los Angeles. Over a third (35%) of households in Los Angeles are headed by women; 15% are family households and 20% are non-family households.

Over One-Third of All Los Angeles Households are Headed by Women⁴⁷

	Los Angeles	L.A. County	California	U.S.
% family households headed by women, no husband present	15%	16%	14%	13%
% non-family households headed by women	20%	17%	17%	18%
TOTAL % of all households headed by women	35%	33%	31%	31%

Source: U.S. Census Bureau, *2012 American Community Survey 1-Year Estimates* (Table S0201).

Families make up 60% of all households in Los Angeles. Thirty-eight percent of households in Los Angeles include married couples; 15% are headed by women, approximately half of which include children under the age of 18 years. Only 7% of households are headed by men alone.

Forty percent of households are designated as “non-family households;” half of these households are headed by women. These statistics roughly mirror those of the state and nation.

⁴⁵ Center on Poverty and Inequality, Stanford University.

⁴⁶ Retrieved at www.bls.gov.

⁴⁷ U.S. Census Bureau, *2012 American Community Survey 1-Year Estimates*. Table S0201: *Selected Population Profile in the United States*. Retrieved from <http://factfinder2.census.gov>.

In summary, more than one-third (35%) of all households in Los Angeles are headed by women. In family households headed by women (no spouse present), more than half — nearly 107,000 households — include children under the age of 18 years. (See section on *Families* below.)

Council District Highlight: The percentage of households headed by women varies across council districts from a high of 48% in Council District 8 (South Central L.A.) to a low of 28% in Council District 12 (Northwest San Fernando Valley). More than half of family households headed by women include children under the age of 18, while over one-third of non-family households are headed by women over the age of 65.⁴⁸ (See **Appendix J** for data on **households headed by women, by council district.**)

Majority of Occupied Housing Units in Los Angeles are Renter-Occupied⁴⁹

	Los Angeles	L.A. County	California	U.S.
Occupied housing units	1,332,587	3,231,660	12,552,658	115,969,540
% owner-occupied	37%	46%	54%	64%
% renter-occupied	63%	54%	46%	36%
Average number persons/ owner-occupied unit	3	3	3	3
Average number persons/rental unit	3	3	3	3
Housing units with no vehicle	14%	10%	8%	9%
Median value of owner- occupied unit	\$421,700	\$399,500	\$349,400	\$171,900
% renters who spend 30% or more income on rent	59%	57%	55%	48%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Tables B020, S0501).

Los Angeles has a higher percentage of renter-occupied housing units than the county, state and the nation. There are roughly 1.3 million occupied housing units in the City of Los Angeles, 63% of which are renter-occupied. The average number of occupants in a housing unit, whether owner- or renter-occupied, is three. More than half of all renters in California spend 30% or more of their gross income on rent.⁵⁰

The table above is not disaggregated by gender, but gender-specific data is an area for future research, particularly given what is known about L.A.'s housing crisis

⁴⁸ U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates. Table S1101: *Households and Families*; Table B11010: *Nonfamily Households*. Retrieved from <http://factfinder2.census.gov>.

⁴⁹ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table S0201. Retrieved from <http://factfinder2.census.gov>.

⁵⁰ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table S0501.

and what this report reveals about the concentration of poverty among female-headed households.

The average value of an owner-occupied housing unit in Los Angeles is \$421,700, higher than L.A. County and California — and 145% higher than the median value of a home in the United States as a whole.

Homelessness

Twelve percent of the homeless population in Los Angeles County consists of families, which are typically headed by single mothers.⁵¹

The Los Angeles Homeless Services Authority organizes a biennial count of all homeless individuals in the Los Angeles Continuum of Care (CoC), which includes L.A. County and all cities within it (including Los Angeles) except for Long Beach, Glendale and Pasadena. The latest available data are from the 2013 count.

Changes in Homeless Totals, by Gender, 2011-2013

	2011		2013		Changes	
	#	%	#	%	#	%
Adult females	12,589	28%	12,449	23%	-140	-1.1%
Adult males	26,767	59%	36,682	68%	+9,915	+37%
Female children (under the age of 18)	3,009	7%	2,228	4%	-781	-26%
Male children (under the age of 18)	3,057	7%	2,439	5%	-618	-20%

Source: Los Angeles Homeless Services Authority, 2013 Greater Los Angeles Homeless Count.

The data above reveals that there has been a decrease in the L.A. CoC's female homeless population since 2011. Still, 27% of all those homeless here are women: 14,677 total, of whom 2,228 are girls under the age of 18.⁵²

Overall, the Greater Los Angeles area has the second-highest number of homeless persons in the Continuum of Care (CoC)⁵³ system providing homeless services, ranking only behind New York City.⁵⁴

⁵¹ Los Angeles Almanac, Homelessness in Los Angeles County. Retrieved from <http://www.laalmanac.com>.

⁵² 2013 Greater Los Angeles Homeless Count, Los Angeles Homeless Services Authority. Retrieved from <http://www.lahsa.org>.

⁵³ The Los Angeles Continuum of Care includes the County of Los Angeles and all cities in it with the exception of Long Beach, Glendale and Pasadena. The CoCs across the United States are mandated by the U.S. Department of Housing and Urban Development to carry out counts of the homeless population every two years; the most recent count in the L.A. CoC was carried out in January 2013, with a new count under way in January 2015.

⁵⁴ Henry M, Cortes A, Morris S, 2013 Annual Homeless Assessment Report (AHAR) to Congress, Part I: Point-in-time Estimates of Homelessness, U.S. Department of Housing and Urban Development, Office of Community Planning and Development. Retrieved from <https://www.onecpd.ionfo/resources/documents/AHAR-2013-Part1.pdf>.

Also of note are where some of the City's greatest concentrations of homeless individuals, both female and male, live. According to the 2013 Greater L.A. Homeless count, 40% of the City's total homeless population lives in metro and South L.A.⁵⁵ Metro L.A., as defined by the County of Los Angeles Public Health Department, includes the communities of Boyle Heights, Central City, Downtown L.A., Echo Park, El Sereno, Hollywood, Mid-City Wilshire, Monterey Hills, Mount Washington, Silver Lake, West Hollywood and Westlake. South L.A. includes the communities of Athens, Compton, Crenshaw, Florence, Hyde Park, Lynwood, Paramount and Watts.

In 2014, the Los Angeles Homeless Services Authority released a "Key Findings" report specifically focusing on gendered City of Los Angeles homeless statistics. These findings revealed that 34% of L.A.'s homeless population is female, compared with 66% male. Of the 15% homeless youth under the age of 18, roughly half are girls (7%) and half are boys (8%).⁵⁶

Council District Highlights: See Appendix G, for a summary of economic factors impacting women and men by council district; for context, see Appendix H for overall homeless statistics by council district.

Families

KEY FINDING: More women in the City of Los Angeles are unmarried compared with women in L.A. County, California and nationally. Overall, research reveals that poverty rates disproportionately affect female-headed households, especially those with single mothers caring for children under the age of five.

This section reveals rising trends in the percentages of unmarried women, women-headed households, and unmarried women giving birth. For some women, these trends represent an empowering choice; for others, the data reveal that single-mother households are struggling. One of the City's greatest challenges will be to address the stark gap in economic security that exists between married-couple families (12% poverty rate) and single-mother families with young children under the age of 5 (49% poverty rate).⁵⁷

⁵⁵ 2013 Greater Los Angeles Homeless Count: Key Findings for the Los Angeles Continuum of Care by Service Planning Area and Supervisorial District, The Los Angeles Homeless Services Authority (updated Nov. 20, 2013). Retrieved from <http://www.lahas.org>.

⁵⁶ Supplement to the 2013 Greater Los Angeles Homeless Count: Key Findings for the City of Los Angeles, The Los Angeles Homeless Services Authority. Retrieved from www.lahsa.org.

⁵⁷ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table DP03: *Selected Economic Characteristics*. Retrieved from <http://factfinder2.census.gov>.

Births

Due to those higher poverty rates that affect female-headed households, it's worth noting that, overall, the percentage of unmarried women giving birth in Los Angeles (40%) is higher than that in California (33%) and the United States (36%). L.A.'s Latinas and African-American women had the majority of their babies as single, unmarried women.

Births in the City of Los Angeles by Ethnicity, Marital Status of Mother

	Total number of females 15-50 years	Number of females who gave birth	% of births by ethnicity of mother	Number of unmarried women giving birth	% of women giving birth who were unmarried
African American	94,757	4,423	9%	2,851	64%
Asian American	132,267	6,255	12%	726	12%
Latina	518,993	31,069	60%	15,840	51%
White	262,338	9,300	18%	1,396	15%
Unaccounted for above	24,606	657	1%	62	9%
Total	1,032,961	51,704	100%	20,875	38%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table S0201).

In Los Angeles in 2012, Latinas accounted for 60% of all births, regardless of household structure.⁵⁸ For comparison, statewide in 2012 there were over a half million recorded live births: 49% were to Latinas, 28% to white women and 6% to African American women.

Council District Highlight: Over 85% of live births in Council Districts 7 (Northeast San Fernando Valley), 9 (Southeast L.A.) and 14 (Downtown, East/Northeast L.A.) were to Latinas; the majority of births in Council Districts 5 (West L.A., Inland) and 11 (West L.A., Coastal) were to white women.

In Council District 8 (South Central L.A.), the majority of births were to women under the age of 20, and in Council District 11 (West L.A., Coastal), 40% were to women over the age of 35 years. Across all council districts, roughly 9% of births were to women under the age of 20, while 20% were to women over 35 years of age.⁵⁹ *(See Appendix K for data on live births in the City of Los Angeles by place of residence, race and age of mother.)*

⁵⁸ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table B0201: Fertility section. Retrieved from <http://factfinder2.census.gov>.

⁵⁹ California Department of Public Health, Center for Health Statistics: Birth Records. California Birth Profiles by Zip Code, 2010. Retrieved from www.cdph.ca.gov/.

Marital Status

The percentage of women in Los Angeles, 15 years and older, who have never married is higher than across the state or the nation.

Marital Status of Women in City, County, State, Country

Marital Status	Los Angeles	L.A. County	California	U.S.
% married women, (not separated)	37%	41%	45%	46%
% women widowed	7%	8%	8%	9%
% women divorced	10%	10%	11%	12%
% women separated	4%	3%	3%	3%
% women never married	41%	38%	33%	30%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table S0201).

In Los Angeles, 37% of females who are 15 years and older are married, not separated; 21% have been married, but are separated, widowed or divorced; and 42% of Los Angeles females have never been married.⁶⁰

Council District Highlight: There is a greater proportion of unmarried people in Los Angeles and in California than the nation as a whole; across the City, young people aged 20–29 are most likely to never have been married. The majority of men and women 15 years and older living in Council District 9 (Southeast L.A.) have never been married (57% and 61%, respectively). Council District 12 (Northwest San Fernando Valley) includes the highest percentage of married couples. The highest divorce rate is in Council District 11 (West L.A., Coastal), with 11% overall, 13% for women. The greatest percentage of widows and widowers (6%) is in Council District 8 (South Central L.A.).⁶¹ (**See Appendix I for data on marital status, by council district.**)

Sixty percent of all households in Los Angeles are designated as family households. A family household is defined as a home maintained by a householder who is in a family — a group related by birth, marriage or adoption.⁶²

⁶⁰ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table S0201: Selected Population Profile in the United States, selected for Los Angeles city. Retrieved from <http://factfinder2.census.gov>.

⁶¹ U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates. Table S12002: Sex by Marital Status by Age for the Population 15 Years and Over. Retrieved from <http://factfinder2.census.gov>.

⁶² Note: A “family household” includes all persons living in the home, though, whether related or not.

Family Households Headed by Women in Los Angeles⁶³

	Total households	Family households	Family households headed by women
Los Angeles	1,332,587	794,221 (60%)	205,218 (51% of women-headed family households have minor children)
California	12,552,658	8,586,018 (68%)	1,719,714 (53% of women-headed family households have minor children)

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates; (Table S0201).

A quarter of family households in Los Angeles are headed by women, 51% of which house children under 18 years of age. Statewide, 20% of family households are headed by women, 53% of which house children under 18 years of age.

Council District Highlight: Council District 9 (Southeast L.A.) has the highest percentage of family households headed by women, at 46%, while Council District 5 (West L.A., Inland) has the lowest percentage, with only 14% of family households headed by women. Nearly half of all family households headed by women include children under the age of 18; Council District 12 (Northwest San Fernando Valley) is the exception with only 22% of such households having children under the age of 18. *(See Appendix J for data on households headed by women, by council district.)*

The poverty rate for all Los Angeles families is 19%. For married-couple families, the rate is just 12%, while female-headed households (no husband present) live in poverty at a rate of 34%. For single-mother families with children under the age of five, the poverty rate skyrockets to 49%.⁶⁴

LGBT

There is relatively little research into the demographics of the lesbian, gay, bisexual and transgender (LGBT) population and even less on those who identify as queer, queer questioning and intersexual. Estimates of these populations are inferred from various population survey data and indicate that across the United States that 2–4% of adults 18 years and older — between 5–10 million people — identify as LGBT; transgender people comprise less than 1% of this population.

The percentage of adults who identify as LGBT is higher among women than among men, particularly among the 18–44 year age group. Slightly more than 4% of all adult women and slightly less than 4% of all males identify as LGBT.⁶⁵

The U.S. Census Bureau identifies same-sex couples, tabulated as unmarried-partner households by sex of partner. These data do not yet capture same-sex couples who

⁶³ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table S0201. Retrieved from <http://factfinder2.census.gov>.

⁶⁴ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates. Table DP03: Selected Economic Characteristics. Retrieved from <http://factfinder2.census.gov>.

⁶⁵ Gates, GJ. 2014. *LBR/T Demographics: Comparisons among population-based surveys*. Williams Institute, UCLA School of Law. Retrieved from www.law.ucla.edu/williamsinstitute/.

are married, nor do they take into account the broader LGBT population who are not cohabiting with same-sex partners.

It's important to note that current data in this category is incomplete because the U.S. Census Bureau does not yet capture same same-sex marriage data, despite the fact that same-sex marriage became legal in California in 2008 and was later upheld by the U.S. Supreme Court in 2013. This could mean one of two things: that more female LGBT couples are married, or there is a higher percentage of male same-sex couples living together in Los Angeles.

In Summary

Los Angeles is a city with a diverse population and a large immigrant population. Of our closest U.S. comparison cities by population size — New York City, Chicago and Houston — Los Angeles has:

- the largest immigrant population;
- the highest percentage of population who speak a language other than English at home;
- a near-majority of Latinas among all women living in the City, with U.S. Census trends indicating that in the next few years Latinos will comprise a majority of the population citywide; and
- a quarter of its women falling behind educationally and economically with less than a high school education — a greater rate than within all three of the comparison cities listed above.

City Comparisons for Female Population⁶⁶

	% women who are Latinas	% women 25 years and older who have less than a high school degree	% population (females and males) who were born in U.S.	% population 5 years and over (females and males) who speak language other than English in home
Los Angeles	48%	25%	61%	61%
New York	28%	20%	69%	49%
Chicago	27%	18%	62%	37%
Houston	42%	23%	72%	47%
L.A. County	47%	23%	65%	57%
California	37%	18%	73%	44%
Census Table	<i>S0201</i>	<i>S1501</i>	<i>S0201</i>	<i>S0201</i>

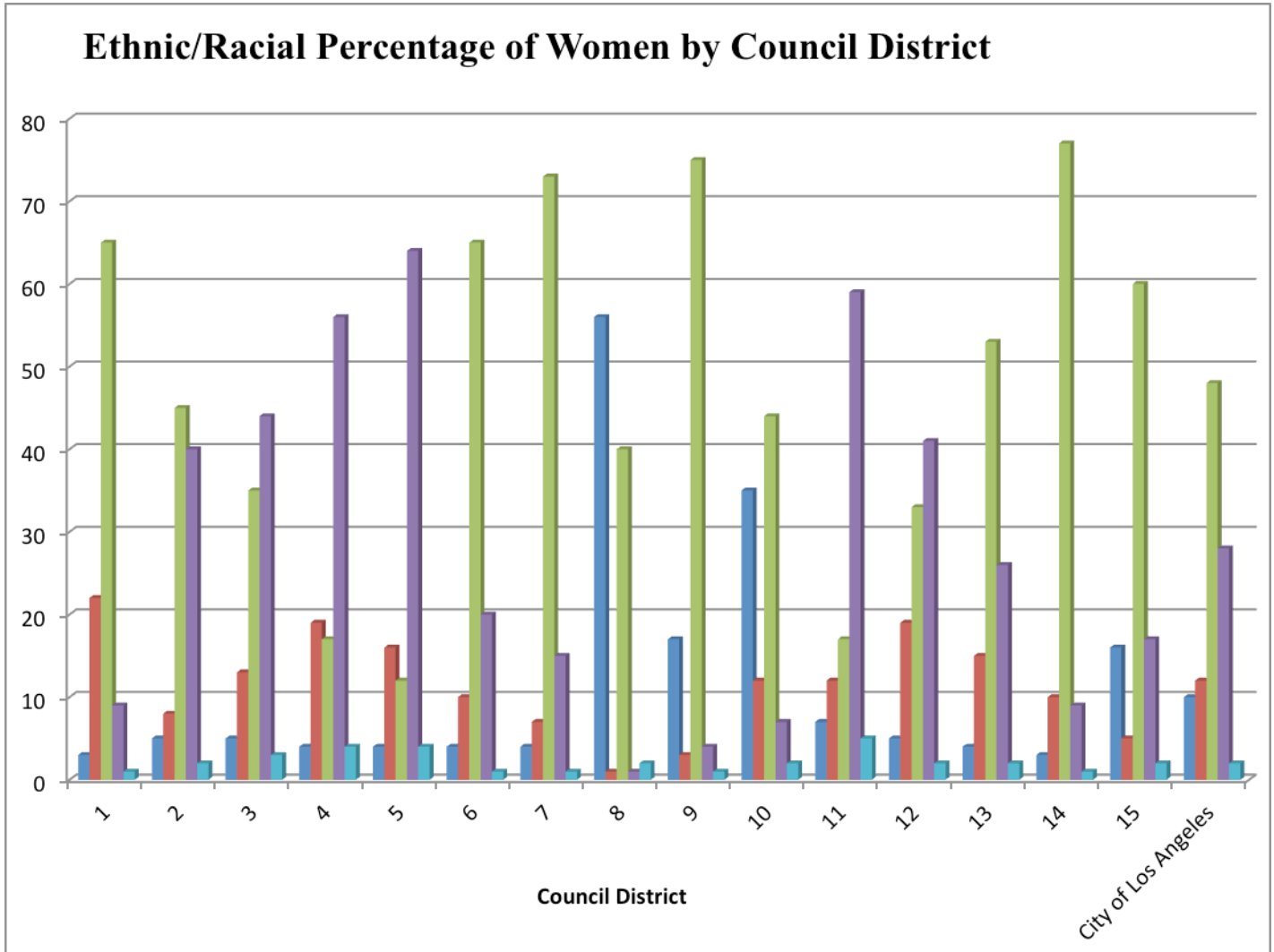
Source: U.S. Census 2012 American Community Survey 1-Year Estimates.

These factors alone provide the City with challenges and opportunities in providing safe and economically viable communities for all of its residents. Demographic data presented in this report identify resident profiles that can provide a useful context in which to design comprehensive programs and services in setting action plans to address women's — and all Angelenos' — issues.

⁶⁶ U.S. Census Bureau, 2012 ACS 1-Year Estimates; tables are referenced in the chart. <http://factfinder2.census.gov>

APPENDICES

APPENDIX A



- = African American
- = Asian American
- = Latina
- = White
- = Other

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Tables B01001, B01001B, B01001D, B01001I and B01001H).

APPENDIX B1
Immigrant Status by Council District, by Gender

	Population sample	% foreign-born	% females who are foreign born and < 18 years	% females who are foreign born 18+ years	% males who are foreign born and < 18 years	% males who are foreign born 18+ years
CD 1	304,164	52%	2%	51%	2%	48%
CD 2	307,812	40%	2%	40%	2%	37%
CD 3	244,162	40%	2%	39%	2%	36%
CD 4	253,095	36%	1%	37%	1%	32%
CD 5	221,836	30%	1%	30%	1%	28%
CD 6	223,557	48%	2%	46%	3%	45%
CD 7	270,017	40%	2%	40%	2%	38%
CD 8	242,881	26%	1%	24%	2%	26%
CD 9	275,819	45%	2%	42%	2%	44%
CD 10	233,235	40%	2%	37%	2%	39%
CD 11	199,756	23%	1%	23%	1%	21%
CD 12	326,779	35%	2%	36%	2%	33%
CD 13	195,791	46%	2%	47%	2%	42%
CD 14	207,730	43%	2%	42%	2%	40%
CD 15	262,914	31%	2%	29%	2%	30%
Los Angeles	3,804,503	39%	2%	38%	2%	37%
L.A. County	9,840,024	35%	2%	35%	2%	33%
California	37,325,068	27%	1%	26%	2%	25%
U.S.	309,138,711	13%	1%	12%	1%	12%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table B05003).⁶⁷

⁶⁷ Note: Data searched by Sex, by Age, by Nativity and Citizenship Status. Retrieved from: <http://factfinder2.census.gov>.

APPENDIX B2
Region of Origin for Foreign-Born Females by Council District

	Total foreign-born sample	Number of Females	% Europe	% Asia	% Caribbean	% Mexico	% Central America	% South America	% Other Areas
CD 1	156,860	77,424	1%	33%	.4%	37%	26%	2%	1%
CD 2	123,943	63,092	10%	29%	1%	29%	24%	4%	2%
CD 3	97,078	50,883	10%	42%	1%	23%	15%	5%	3%
CD 4	90,890	48,029	23%	50%	1%	7%	10%	4%	5%
CD 5	66,389	35,939	19%	60%	1%	7%	2%	4%	8%
CD 6	107,433	54,131	3%	24%	1%	38%	29%	3%	2%
CD 7	109,057	55,770	2%	17%	1%	58%	19%	2%	1%
CD 8	63,744	32,634	1%	3%	2%	41%	49%	1%	3%
CD 9	124,310	61,274	1%	5%	0.4%	61%	32%	1%	1%
CD10	93,240	47,353	2%	24%	2%	31%	35%	1%	5%
CD11	45,159	24,297	20%	38%	2%	16%	5%	7%	12%
CD12	117,142	62,070	7%	47%	1%	21%	14%	5%	4%
CD13	90,600	46,241	8%	30%	1%	27%	29%	3%	2%
CD14	89,655	45,323	1%	17%	1%	64%	14%	2%	1%
CD15	82,314	41,555	4%	11%	0.4%	66%	16%	2%	1%
Los Angeles	1,488,456	761,144	7%	30%	1%	35%	22%	3%	3%
L.A. County	3,473,930	1,799,787	5%	35%	1%	38%	15%	3%	3%
CA	10,104,739	5,183,699	7%	38%	1%	40%	8%	3%	4%
U.S.	39,784,305	20,253,275	13%	30%	10%	27%	7%	7%	6%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table B05008).⁶⁸

⁶⁸ Note: Data searched by Sex, by Place of Birth, by Year of Entry for the Foreign-Born Populations. Retrieved from: <http://factfinder2.census.gov>.

APPENDIX C1
Los Angeles Women/Men by Age by Council District

	<5 years women/men	5-17 years women/men	18-34 years women/men	35-64 years women/men	65+ years women/men
CD 1	7% / 7%	16% / 16%	27% / 31%	38% / 38%	12% / 9%
CD 2	6% / 6%	15% / 16%	28% / 30%	40% / 41%	11% / 7%
CD 3	6% / 7%	15% / 17%	23% / 25%	41% / 40%	15% / 11%
CD 4	4% / 5%	9% / 9%	31% / 31%	41% / 45%	14% / 10%
CD 5	5% / 5%	9% / 9%	35% / 36%	35% / 37%	16% / 13%
CD 6	8% / 8%	19% / 20%	26% / 28%	37% / 36%	10% / 7%
CD 7	8% / 8%	19% / 21%	26% / 26%	37% / 37%	11% / 8%
CD 8	7% / 8%	18% / 21%	23% / 25%	39% / 36%	13% / 10%
CD 9	9% / 9%	21% / 22%	33% / 34%	31% / 31%	6% / 4%
CD 10	7% / 8%	15% / 18%	25% / 28%	40% / 38%	13% / 9%
CD 11	6% / 6%	10% / 11%	30% / 29%	41% / 42%	14% / 12%
CD 12	5% / 6%	17% / 18%	22% / 24%	42% / 40%	14% / 12%
CD 13	5% / 5%	13% / 13%	32% / 34%	38% / 40%	12% / 8%
CD 14	7% / 7%	18% / 17%	28% / 30%	35% / 37%	12% / 8%
CD 15	7% / 9%	21% / 22%	25% / 25%	36% / 36%	11% / 8%
Los Angeles	6% / 7%	16% / 16%	27% / 29%	38% / 39%	12% / 10%

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates.
(Tables S0201, S0101).⁶⁹.

⁶⁹ Note: Selected Population Profile in the United States, for Los Angeles City. Data searched by Sex, by Age, for Council Districts. Retrieved from: <http://factfinder2.census.gov>.

APPENDIX C2
Median Age of Women and Men by Council District

	Median age males and females	Median age females	Median age males
CD 1	34	35.2	33.1
CD 2	34.5	35.5	33.6
CD 3	36.8	38.7	35.4
CD 4	37.4	37.7	37.2
CD 5	35.3	35.6	35.0
CD 6	31.8	32.8	30.4
CD 7	32.7	33.6	31.8
CD 8	34.4	36.7	31.7
CD 9	26.9	23.6	26.4
CD 10	35.2	37.2	33.2
CD 11	38.9	37.8	39.6
CD 12	38.0	39.4	36.7
CD 13	34.3	34.7	34
CD 14	32.4	32.9	31.9
CD 15	31.8	32.7	30.8
Los Angeles	34.7	35.5	33.8

Source: U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Tables 0201, S0101).⁷⁰

⁷⁰ Note: Selected Population Profile in the United States, for Los Angeles City. Data searched by Sex, by Age, for Council Districts. Retrieved from: <http://factfinder2.census.gov>.

APPENDIX D
Comparison of Women to Men by Age Group by Council District

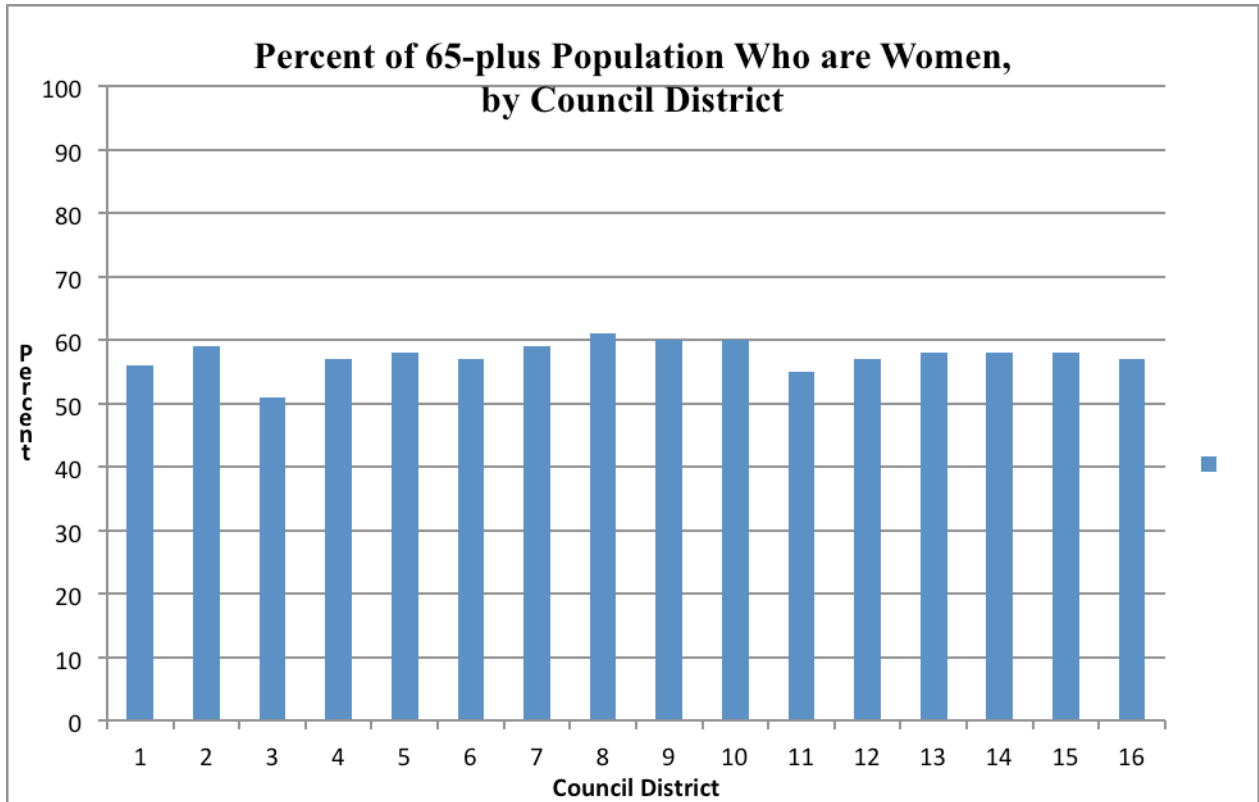
	< 18 years	18-34 years	35-64 years	65+ years	Overall % women in district
CD 1	48%	44%	48%	56%	48%
CD 2	48%	48%	49%	59%	50%
CD 3	47%	47%	48%	51%	48%
CD 4	49%	49%	47%	57%	49%
CD 5	53%	52%	51%	58%	52%
CD 6	49%	48%	51%	57%	50%
CD 7	48%	49%	50%	59%	50%
CD 8	50%	51%	56%	61%	54%
CD 9	49%	49%	51%	60%	54%
CD 10	49%	49%	53%	60%	52%
CD 11	49%	53%	50%	55%	51%
CD 12	49%	49%	52%	57%	51%
CD 13	49%	47%	47%	58%	48%
CD 14	49%	48%	48%	58%	49%
CD 15	50%	51%	52%	58%	52%
Los Angeles	49%	49%	50%	57%	50%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table S0101).⁷¹

Note: The number of women 65 years and older is greater than the number of men.

⁷¹ Data searched by Sex, by Age, for Council Districts. Retrieved from: <http://factfinder2.census.gov>.

APPENDIX E



APPENDIX F
Educational Attainment Compared by Gender, by Council District

	Less than HS		High school degree		Some college		Associate's degree		Bachelor's degree		Graduate degree	
	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males
CD 1	42%	40%	20%	21%	13%	15%	5%	4%	14%	14%	6%	6%
CD 2	22%	22%	19%	19%	20%	20%	8%	5%	22%	23%	9%	10%
CD 3	17%	16%	22%	20%	21%	20%	7%	7%	23%	24%	10%	13%
CD 4	9%	7%	14%	12%	18%	19%	7%	7%	35%	37%	17%	18%
CD 5	6%	5%	13%	10%	16%	15%	6%	4%	35%	35%	24%	31%
CD 6	34%	33%	24%	26%	19%	18%	6%	5%	13%	13%	4%	4%
CD 7	35%	38%	24%	25%	19%	17%	6%	5%	11%	11%	4%	4%
CD 8	28%	32%	23%	28%	26%	21%	8%	6%	11%	8%	5%	4%
CD 9	56%	57%	21%	23%	13%	12%	3%	3%	5%	5%	2%	2%
CD 10	27%	28%	21%	21%	16%	17%	6%	5%	21%	22%	9%	9%
CD 11	6%	5%	10%	8%	18%	15%	6%	4%	36%	32%	23%	24%
CD 12	15%	15%	20%	20%	21%	21%	8%	8%	25%	23%	11%	13%
CD 13	29%	25%	16%	18%	17%	18%	7%	6%	23%	24%	8%	9%
CD 14	42%	40%	20%	22%	14%	16%	6%	5%	12%	11%	6%	5%
CD 15	32%	32%	22%	26%	20%	20%	8%	6%	12%	11%	5%	5%
Los Angeles	25%	25%	20%	20%	18%	18%	6%	5%	21%	21%	10%	11%

Source: U.S. Census 2008-2012 American Community Survey 5-Year Estimates (Table 1501).⁷²

⁷² Data searched by Sex, by Educational Attainment, for Council Districts. Retrieved from: <http://factfinder2.census.gov>.

APPENDIX G
Economic Well-being Factors by Gender, by Council District

Council District	% overall unemployed: labor force 16 years and greater	% of female labor force unemployed	Av. of median earnings* females (\$)	Av. of median earnings * males (\$)	Wage gap: female/male (\$ female to \$1 male)	% living in poverty in district	% of those in poverty who are female
CD 1	12%	14%	20,850	23,032	\$0.91	29%	53%
CD 2	13%	13%	30,709	34,997	\$0.88	18%	52%
CD 3	9%	9%	31,447	41,479	\$0.76	13%	57%
CD 4	10%	10%	39,743	47,810	\$0.83	14%	55%
CD 5	9%	9%	38,591	57,781	\$0.67	13%	57%
CD 6	12%	14%	21,419	26,129	\$0.82	24%	54%
CD 7	12%	12%	23,992	30,856	\$0.78	17%	54%
CD 8	14%	14%	25,817	26,244	\$0.98	26%	59%
CD 9	13%	14%	14,969	17,989	\$0.83	41%	54%
CD 10	12%	13%	24,062	24,651	\$0.98	25%	57%
CD 11	8%	8%	47,335	65,636	\$0.72	10%	55%
CD 12	10%	9%	33,048	42,908	\$0.77	13%	54%
CD 13	13%	13%	24,449	29,812	\$0.82	23%	50%
CD 14	14%	14%	23,003	25,187	\$0.91	29%	52%
CD 15	12%	13%	26,318	31,478	\$0.84	24%	55%
Los Angeles	12%	13%	26,542	30,838	\$0.86	23%	54%

Census Tables: DP03

S2401

B17001

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Average (Tables DP03, S2401, B17001). * Note: Median earnings are for civilian employed population 16 years and greater.

APPENDIX H
Homelessness in Los Angeles by Council District

	2013 Total homeless population*	Number increase (or decrease) from 2011	% Homeless in CD as single adults	% Homeless in CD as family members	% Homeless in CD who are unaccompanied youth(<18)	% Total homeless* who are sheltered in council district
CD 1	1,150	241	72%	23%	5%	33%
CD 2	1,024	734	86%	13%	1%	8%
CD 3	352	146	75%	24%	1%	18%
CD 4	1,090	386	78%	8%	14%	5%
CD 5	456	-233	50%	50%	0%	65%
CD 6	1,413	57	69%	30%	1%	51%
CD 7	847	104	92%	7%	1%	19%
CD 8	2,307	-55	72%	24%	4%	42%
CD 9	2,564	-3246	82%	13%	5%	29%
CD 10	1,168	170	79%	21%	<1%	25%
CD 11	1,389	131	81%	13%	6%	5%
CD 12	251	111	80%	20%	0%	35%
CD 13	2,255	337	75%	23%	2%	40%
CD 14	5,500	3293	89%	11%	<1%	51%
CD 15	1,226	-231	60%	35%	5%	32%
Los Angeles	22,992	1945	79%	18%	3%	62%

- *Excluding the hidden homeless*

Source: 2013 Greater Los Angeles Homeless Count: Key Findings for the City of Los Angeles and City Council Districts, Los Angeles Homeless Services Authority (Updated Nov. 22, 2013).

Note: There is no published gender breakdown by council district; however, across the City of Los Angeles, there are roughly twice as many men as women among the homeless population: 34% of the homeless population is female to 66% male. Of the 15% homeless youth under the age of 18, roughly half are girls (7%) and half of boys (8%).

APPENDIX I
Marital Status by Council District

Council district		Sample size (≥15 years)	% Never married	Largest age group	% married, not separated	Largest age group	% Separated	Largest age group	% Divorced	Largest age group (<65 years)	% Widowed
CD 1	Women	117,905	42%	20-24	29%	40-44	4%	50-54	8%	55-59	8%
	Men	128,534	52%	20-24	39%	35-44	3%	50-54	6%	45-49	2%
CD 2	Women	140,596	39%	20-24	39%	35-59	4%	40-44	11%	45-49	7%
	Men	143,478	49%	25-29	40%	40-44	2%	40-44	7%	45-49	2%
CD 3	Women	101,095	31%	20-24	44%	35-39	4%	40-44	12%	50-54	9%
	Men	96,491	39%	20-24	48%	40-44	2%	45-49	8%	50-54	2%
CD 4	Women	110,275	43%	25-29	35%	35-39	2%	45-49	12%	50-54	8%
	Men	112,585	53%	25-29	35%	35-39	2%	40-44	8%	55-59	2%
CD 5	Women	102,485	44%	20-24	36%	30-34	1%	60-64	10%	60-64	8%
	Men	92,976	50%	20-24	41%	35-39	1%	45-49	7%	60-64	2%
CD 6	Women	86,873	39%	20-24	42%	30-34	4%	35-39	9%	45-49	7%
	Men	85,369	46%	20-24	45%	40-44	2%	50-54	6%	55-59	2%
CD 7	Women	106,330	38%	20-24	42%	40-44	4%	35-39	8%	50-54	7%
	Men	103,390	44%	20-24	46%	45-49	2%	35-39	6%	50-54	2%
CD 8	Women	103,985	46%	20-24	28%	35-39	5%	35-39	12%	55-59	9%
	Men	85,713	49%	20-24	36%	50-54	3%	50-54	9%	50-54	3%
CD 9	Women	104,938	57%	20-24	29%	40-44	4%	50-54	5%	55-59	5%
	Men	101,450	61%	20-24	32%	40-44	2%	30-34	4%	50-54	2%
CD 10	Women	98,781	42%	25-29	32%	35-39	4%	50-54	12%	60-64	9%
	Men	89,119	50%	20-24	37%	40-44	3%	50-54	8%	50-54	2%
CD 11	Women	89,163	40%	25-29	40%	30-34	1%	35-39	13%	50-54	6%
	Men	83,097	44%	25-29	39%	35-39	2%	40-44	9%	55-59	2%
CD 12	Women	136,935	31%	20-24	47%	45-49	3%	40-44	10%	55-59	9%
	Men	128,511	38%	20-24	51%	50-54	2%	40-44	7%	50-54	2%
CD 13	Women	79,629	46%	20-24	34%	30-34	4%	40-44	9%	55-59	8%
	Men	86,406	56%	25-29	33%	35-39	3%	40-44 50-54	6%	45-49	1%
CD 14	Women	81,420	44%	20-24	35%	35-39	5%	35-39	7%	45-49	9%
	Men	84,624	52%	20-24	36%	40-44	3%	50-54	6%	55-59	2%
CD 15	Women	103,625	41%	20-24	36%	40-44	4%	40-44	11%	55-59	8%
	Men	95,060	46%	20-24	42%	45-49	3%	50-54	7%	55-59	3%
L.A.	Women	1,561,222	41%	20-24	38%	40-44	4%	40-44	10%	50-54	8%
	Men	1,518,883	48%	20-24	41%	40-44	2%	50-54	7%	50-54	2%
L.A. County	Women	4,029,671	37%	20-24	53%	40-44	3%	40-44	10%	50-54	8%
	Men	3,849,992	44%	20-24	45%	40-44	2%	50-54	8%	50-54	2%
CA	Women	15,037,359	32%	20-24	46%	45-49	3%	40-44	11%	50-54	8%
	Men	14,662,725	39%	20-24	43%	45-49	2%	45-49	8%	50-54	2%
U.S.	Women	127,252,362	29%	20-24	47%	45-49	3%	40-44	12%	50-54	9%
	Men	120,789,875	35%	20-24	51%	50-54	2%	45-49	9%	50-54	3%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table B12002).⁷³

⁷³ Data searched by Sex, by Marital Status, by Age, for the population 15 years and over. Retrieved from: <http://factfinder2.census.gov>.

APPENDIX J
Households (HHs) Headed by Women by Council District

	Total HHs	Family HHs	Family HHs headed by women, no husband present	Non-family HHs	Nonfamily HHs of women	Women living alone	% of Total HH headed by women
CD 1	98,340	52,298 (53%)	16,056 (53% of these HHs have minor children)	36,042 (37%)	16,765	13,650 (39% >65)	32,821 54%
CD 2	113,657	64,793 (57%)	14,535 (49% have minors)	48,864 (43%)	23,950	18,294 (32% >65)	38,485 34%
CD 3	83,153	55,876 (67%)	11,724 (50% have minors)	27,277 (33%)	14,296	11,572 (46% >65)	26,020 31%
CD 4	126,061	48,788 (39%)	9,069 (43% with children)	77,273 (61%)	37,105	29,864 (26% >65)	46,174 37%
CD 5	95,939	43,510 (45%)	6,210 (36% with minor children)	52,429 (55%)	28,953	22,357 (33% >65)	35,163 37%
CD 6	64,606	48,031 (74%)	12,526 (56% with minors)	16,575 (26%)	8,057	6,559 (42% >65)	19,302 30%
CD 7	69,074	55,479 (80%)	14,139 (50% with minors)	13,595 (20%)	6,776	5,482 (53% >65)	20,915 30%
CD 8	81,533	53,441 (66%)	22,476 (52% with minors)	28,092 (34%)	16,535	15,275 (39% >65)	39,011 48%
CD 9	66,078	49,476 (75%)	22,943 (52% with minors)	16,602 (25%)	8280	6196 (41% >65)	31,223 36%
CD 10	85,624	50,488 (59%)	17,467 (51% with minors)	35,136 (41%)	19,532	16,959 (37%>65)	36,999 43%
CD 11	92,093	42,985 (47%)	6,273 (47% with minors)	49,108 (53%)	25,567	19,505 (27% >65)	31,840 35%
CD 12	105,084	79,169 (75%)	14,967 (48% with minors)	25,915 (25%)	14,098	11,075 (48% >65)	29,065 28%
CD 13	78,271	37,549 (48%)	10,432 (22% with minors)	40,722 (52%)	17,384	13,608 (26%>65)	27,816 36%
CD 14	63,436	39,549 (62%)	11,142 (56% with minors)	23,887 (38%)	10,190	8,612 (40% >65)	21,332 34%
CD 15	77,919	57,024 (73%)	18,204 (56% minors)	20,895 (27%)	11,370	10,054 (43%>65)	29,574 38%
Los Angeles	1,317,663	798,336 (61%)	200,271 (53% with minors)	519,327 (39%)	261,555	209,151 (35% >65)	461,826 35%

Source: U.S. Census Bureau, 2008-2012 ACS 5-Year Estimates (Tables S1101, B11010).⁷⁴

⁷⁴ Note: Table S1101 data searched for family households; Table B11010 data searched for nonfamily households. Retrieved from: <http://factfinder2.census.gov>.

APPENDIX K
Births by Place of Residence, Race/Ethnicity, and Age of Mother,
by Council District

	Total births in sample	African American	Asian American	Filipina	Latina	White	Multiracial	Other	Under 20 years	20-35 years	Over 35 years
CD 1	4,513	3%	10%	2%	78%	6%	0.6%	1%	11%	71%	18%
CD 2	3,942	4%	4%	2%	57%	31%	1%	1%	7%	70%	23%
CD 3	3,019	4%	8%	4%	51%	30%	2%	1%	6%	71%	23%
CD 4	2,665	4%	19%	3%	20%	49%	3%	2%	2%	63%	35%
CD 5	1,878	2%	14%	2%	13%	63%	3%	3%	1%	62%	37%
CD 6	3,467	3%	2%	4%	78%	12%	0.7%	<1%	11%	72%	17%
CD 7	4,329	2%	1%	2%	86%	7%	0.5%	2%	10%	74%	16%
CD 8	3,898	37%	0.3%	0.1%	59%	1%	2%	<1%	12%	74%	14%
CD 9	5,510	13%	0.8%	0.1%	85%	0.5%	0.4%	<1%	15%	73%	12%
CD 10	3,221	22%	6%	0.6%	63%	6%	2%	<1%	10%	71%	19%
CD 11	2,393	6%	15%	2%	20%	51%	4%	2%	1%	59%	40%
CD 12	3,444	3%	10%	5%	51%	27%	2%	2%	6%	71%	23%
CD 13	2,142	3%	5%	4%	66%	18%	1%	3%	10%	67%	23%
CD 14	3,005	2%	3%	2%	87%	5%	0.8%	<1%	12%	71%	17%
CD 15	4,538	14%	2%	0.8%	73%	7%	1%	2%	14%	73%	13%
Los Angeles*	51,964	9%	6%	2%	64%	17%	1%	1%	9%	71%	20%

- Using this sample for distribution

Source: California Department of Public Health, Center for Health Statistics: Birth Records. CA Birth Profiles by Zip Code, 2010: Number of Live Births by Zip Code of Mother's Residence by Race and Age of Mother, Infant Birth Weight, and Mother's Prenatal Care.

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President

Wendy J. McCredie, PhD,
Provost and Academic Vice President

Eleanor Siebert, PhD,
Professor Emerita, Lead Researcher

Jackie Filla, PhD,
Assistant Professor, Department of History and Political Science, Researcher

Kimberly Kenny,
Assistant Vice President for Institutional Advancement

Phillip Jordan,
Manager of Communications and Marketing

Piper Murakami, Design

Sarah Scopio, Proofing

City of Los Angeles

Mayor Eric Garcetti

First Lady Amy Elaine Wakeland

Ana Guerrero,
Chief of Staff, Mayor's Office

Rick Cole,
Deputy Mayor for Budget & Innovation

Dr. Linda Lopez,
Chief, Office of Immigrant Affairs

Vicki Curry,
Associate Director of Communications, Mayor's Office

Araceli Campos,
President, Commission on the Status of Women

Farrah Parker,
Executive Director, Commission on the Status of Women

Carrie Lopez,
Personnel Consultant, Mayor's Office of Budget & Innovation

Jill Scoggins,
Executive Officer, Mayor's Office of Economic Development

Saira Gandhi,
Executive Officer, Mayor's Office of City Services

Melinda Grodsky,
Assistant to the Deputy Mayor for Budget & Innovation

Rodd Talebi,
Data Scientist, Mayor's Office of Budget & Innovation

Dr. Manuel Pastor,
Co-Director, USC Center for the Study of Immigrant Integration

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 equality, 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. Weekend, evening and graduate programs are offered to both women and men. Mount alums are engaged, active global citizens who use their knowledge and skills to better themselves, their communities and the world. www.msmu.edu

About the City of Los Angeles Commission on the Status of Women

The City of Los Angeles Commission on the Status of Women (CSW) was established through an ordinance passed by Mayor Tom Bradley and the Los City Council in 1975. The CSW's mandate is to advance the general welfare of women and girls in the Los Angeles community and to ensure that all women have full and equal participation in City government. The CSW is part of the Housing + Community Investment Department (HCID) and plays an integral role in HCID's mandate to strengthen communities. In 2015, the CSW proudly celebrates its 40th year in service. www.lawoman.lacity.org

The Report on the Status of Women and Girls in the City of Los Angeles is available online at www.lamayor.org/statusofwomen and www.msmu.edu/statusofwomen.

The City of Los Angeles

THE REPORT ON THE STATUS OF WOMEN AND GIRLS

Part 2: Leadership

The second part in a five-part report.
Funded by the Los Angeles City Commission
on the Status of Women, and prepared
by Mount Saint Mary's University.



The Report on the Status of Women and Girls in the City of Los Angeles

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The Report on the Status of Women and Girls in the City of Los Angeles

Introduction

This Report on the Status of Women and Girls in Los Angeles is a compilation of current research focusing on the issues and trends affecting the women and girls who call Los Angeles home. Its aim is to provide information and to serve as a touchstone for more in-depth evaluations of gender equality throughout Los Angeles that can lead to committed action by the City and its officials, as well as by those working in the nonprofit sector.

This five-part report was commissioned by the City of Los Angeles Commission on the Status of Women and researched by Mount Saint Mary's University. It will examine gender equity in these key areas: Demographics; Leadership; Education and Workforce Development; Public Safety; and L.A.'s Veterans.

The report was developed in conjunction with the office of Los Angeles Mayor Eric Garcetti whose "back to basics" agenda is focused on job creation and solving everyday problems for L.A. residents. Mayor Garcetti has established an open data Web site for the City of Los Angeles, and select data in this report can be incorporated there.

"Our city only succeeds if everyone has an equal shot at success. For too long, our women and girls have been left behind and counted out, and I want Los Angeles to lead in employing and empowering women. This first-of-its-kind report provides us with important information that will help us develop a plan of attack to address gender inequality and the issues impacting women in our city."

– MAYOR ERIC GARCETTI

Funded by the Los Angeles Commission on the Status of Women, and prepared by Mount Saint Mary's University. This is the first part in a five-part report on the challenges and opportunities facing women in the City of Los Angeles.



Part 2: Leadership

The second of this five-part report examines the roles of women leaders in Los Angeles and provides a workforce analysis of Los Angeles City government. This report will also help Los Angeles to fulfill its commitment to CEDAW, the Convention on the Elimination of all forms of Discrimination Against Women, by identifying challenges that prevent women from reaching their full potential. Under then-Councilmember Garcetti's leadership, the City adopted CEDAW compliance in 2004 as part of its local governance.

The purpose of this research is to assess and benchmark goals toward gender equality on two levels: for women who work in City government and for women and girls who reside in Los Angeles. To do so, this part of the report evaluates the leadership roles currently held by Los Angeles women in the worlds of government and business and spotlights the areas where gender equity remains uneven. This part of the report also pays specific attention to the leadership roles, occupations and earnings of women who work directly for the City of Los Angeles.

The Methodology What follows is an overview of the methodology used in all five parts of the report.

Databases

This report will present data and evidence on which actions can be based. U.S. Census Bureau data are used widely throughout. The 2010 decennial census is designed to track the total population of the nation; however, we have generally used annual American Community Surveys (ACS), which are designed to provide a more timely look at how changes in communities are occurring (factfinder2.census.gov).

For these surveys, between three and four million housing units are surveyed each year. ACS data are reported as single-year estimates where the sample population is greater than 65,000; multi-year estimates are used for smaller geographical areas and sample sizes. This report uses the most recently available 2012 ACS 1-Year Estimates wherever possible, and 2008–2012 ACS 5-Year Estimates for smaller samples, including for data specific to L.A. Council Districts.

Queries to other databases used in specific sections include those from the California Department of Education (dq.cde.ca.gov), the Los Angeles Homeless Services Authority (www.lahsa.org) and the California Department of Public Health (www.cdph.ca.gov). Please refer to these Web sites for questions about methodology used in data gathering.

Precision of Data

All data used are “estimates.” For example, the ACS numbers are based on data from a sample of the total housing units and people in the population. These data may be weighted based on characteristics of the sample needed in order to bring it into closer agreement with the full population. The ACS reports the sampling error for each estimate with a margin of error, which has a 90% probability of containing the true value. Margins of error vary among reported data, depending in part on sample size and characteristics, but an uncertainty of 2-5% of the data point value is to be expected.²

In this report, census data points have been taken from the ACS reports; they have been reported directly and, in some cases, used to compute information of greater relevance to our issues. For simplicity, we have not included uncertainties in measured values. As a result, data in this report have been rounded to the nearest whole number and should not be viewed as exact measures.

Definitions

In all five parts of the report, the following terms are used throughout, except where otherwise noted:

- The term “Los Angeles” refers to the City of Los Angeles specifically, unless otherwise noted (i.e. “metropolitan L.A.” or “greater L.A.” L.A. County is also specifically noted when used).
- The term “women” generally refers to females aged 18 years and older.
- The term “girls” generally refers to females under the age of 18 years.
- The term “females” refers to all women and girls.
- The term “median” refers to the middle value in a set of data; it is not to be confused with an average that is calculated out of a grouping of data.
- The term “neighborhood council” refers to the citywide entities created by Article IX of the Los Angeles City Charter. The purpose of neighborhood councils is to promote more citizen participation in government and make government more responsive to local needs. Neighborhood councils include representatives of the many diverse interests in communities and have an advisory role on issues of concern to the neighborhood, such as the City budget and the delivery of City services.

Notes

Throughout all five parts of this report, data sets are primarily gendered to best focus on the status of the City’s female population. However some non-gendered data are also included — either as context for a particular issue, or where gendered data are not available.

Occasionally, the age limits will be listed differently, based on the parameters of a particular study.

Ethnic and racial designations reflect the respective U.S. Census, state or local terminology where data sets originated, unless otherwise noted.

¹ Note: See ACS Design and Methodology, U.S. Census Bureau, U.S. Government Printing Office (Washington, D.C.) 2009.

Leadership: Report Highlights

- Of all 18 elected officials in the City of Los Angeles — mayor, city controller, city attorney and city councilmembers — only one is a woman.
- Women candidates for elective office in Los Angeles win at the same rate that male candidates do, but in the last three citywide primary and general elections, males have accounted for more than 80% of all candidates.
- For the first time in City history, Los Angeles has achieved gender parity on its 41 boards and commissions. In Mayor Garcetti's administration, women hold 54% of these positions, and there are no longer any all-male commissions.
- Thirty-four percent of the 167 City department heads, general managers and assistant general managers are female. Since taking office, Mayor Garcetti has appointed 12 department heads and half of them are women.
- Out of all City government employees, 28% are women.
- Women in Los Angeles City government earn \$0.83 to every \$1.00 earned by men.
- Women provide 78% of the administrative support staff and only 2% of employees classified as "skilled craft."

Women in Los Angeles City Government

Background: Los Angeles City Government

The City of Los Angeles has a mayor-council-commission form of government, with the mayor serving as the executive of the City; the City Council acting as its legislative body; and commission members serving in advisory, management and oversight capacities. A new City Charter in 2000 also provided for a system of neighborhood councils throughout the City to encourage public participation in governance and to create a government more responsive to community needs.

Currently, there are 18 elected officials of the City, three of whom are elected in a citywide vote: the mayor, the city attorney and the city controller. Voters within his or her own district elect all 15 city councilmembers. Each of these elected officials serves a four-year term, with Los Angeles voters enacting a two-term maximum for all citywide elected officials, and a three-term maximum for all city councilmembers.²

As of July 2014, the City had 44,625 full-time employees. These are the women and men who deliver diverse services to Angelenos, working in 41 City departments and bureaus.

Elected Officials

KEY FINDING: Of all 18 elected officials in the City of Los Angeles — mayor, city controller, city attorney and city councilmembers — only one is a woman. In general, women candidates for elective office in Los Angeles win at the same rate that male candidates do; a major factor in the disparity is that not enough women are running for office.

Before we can look at the gender balance in office, we must first examine who is running for office. An analysis of Los Angeles election data shows that male candidates significantly outnumber female candidates in primary and general elections at all levels of elected city government.

² The duties of elected official offices in Los Angeles are outlined on the City's Web site: www.lacity.org/government/ElecteOfficialOffices/.

Fewer Women than Men Run
for Citywide Public Office in Los Angeles

2005	Total Candidates	Male Candidates	% Male	Female Candidates	% Female
Primary	15	12	80%	3	20%
General	2	2	100%	0	0%
Total Seats Won		2	67%	1	33%
2009					
Primary	18	16	89%	2	12%
General	2	2	100%	1	33%
Total Seats Won		2	67%	1	33%
2013					
Primary	18	15	83%	3	17%
General	6	5	83%	1	17%
Total Seats Won		3	100%	0	0%

Source: *The Los Angeles City Clerk/Elections Division.*

At this moment, no women occupy a citywide elective office, which includes the positions of mayor, city controller and city attorney. In 2013, only three female candidates ran in the primary election for one of these offices, compared with 15 men. Los Angeles has also never had a female mayor or female city attorney. By comparison, as of January 2014, women served as mayors in 13 of the 100 largest U.S. cities. Of all U.S. cities with populations 100,000 or greater, 17% have female mayors.³

The disparity in the number of men and women running for citywide office serves as a major factor in the relative lack of women in local offices. In the last three citywide primary and general elections, males have accounted for more than 80% of all candidates. Male candidates won all three seats in 2013, and two of three seats in 2009 and 2005.

The same trend is true for district races within the City of Los Angeles. In the last five City Council primary elections, males have accounted for, on average, 80% of all candidates. Male candidates proceeded to win 75–100% of all City Council seats in a given election.

³ Center for American Women and Politics, *Women in Elective Office 2014 Fact Sheet*. Retrieved from www.cawp.rutgers.edu.

Male Candidates Significantly Outnumber Female Candidates
Los Angeles City Council in the Last Five Races

2013	Total Candidates	Male Candidates	% Male	Female Candidates	% Female
Primary Election	40	32	80%	8	20%
General Election	14	9	64.3%	5	35.7%
Special Election	2	0	0%	2	100%
Total Seats Won		7	87.5%	1	12.5%

2011	Total Candidates	Male Candidates	% Male	Female Candidates	% Female
Primary Election	26	24	92.3%	2	7.7%
Total Seats Won		7	100%	0	0%

2009	Total Candidates	Male Candidates	% Male	Female Candidates	% Female
Primary Election	8	14	77.8%	4	22.2%
General Election	2	2	100%	0	0%
Special Election	10	8	80%	2	20%
Total Seats Won		6	75%	2	25%

2007	Total Candidates	Male Candidates	% Male	Female Candidates	% Female
Primary Election	17	13	76.5%	4	23.5%
Total Seats Won		7	87.5%	1	12.5%

2005	Total Candidates	Male Candidates	% Male	Female Candidates	% Female
Primary Election	17	13	76.5%	4	23.5%
General Election	2	1	50%	1	50%
Total Seats Won		6	75%	2	25%

Source: The Los Angeles City Clerk/Elections Division.

Of Los Angeles' 15 elected city councilmembers, only one is a woman: Councilmember Nury Martinez, representing Council District 6, Central San Fernando Valley. In 2013, only eight female candidates ran in the primary election for one of these offices, compared with 32 men.

For statewide comparison, as of January 2014, women held 28% of city council seats in California's 482 cities. And of the dozen California cities with populations greater than 300,000, Los Angeles has the second-lowest representation of women on its City Council, ranking above only the City of Riverside, which has zero women on its council.⁴

ANALYSIS: In general, in American politics we find that "where women run, they win" — meaning that female candidates win at similar rates to male candidates.⁵ In Los Angeles, we see that women win elected office at similar rates to their prevalence as candidates. In order for Los Angeles to elect more women to public office, more women in Los Angeles need to run for office in primary elections. City government and nonprofits can play a role in this process. For example, as the following section illustrates, many women are already serving on neighborhood councils; the City could provide leadership programs within the neighborhood council framework that help prepare women to run for larger, citywide offices in the future.

⁴ *Snapshot on the Status of Women in City Government*, a study released by California Women Lead and the Women's Caucus of the League of California Cities. Retrieved from www.cawomenlead.org, August 2014.

⁵ For example, see Jennifer L. Lawless and Richard L. Fox, *It Still Takes a Candidate: Why Women Don't Run for Office*, New York: Cambridge University Press, 2010, and Kira Sanbonmatsu, *Where Women Run: Gender & Party in the American States*. Ann Arbor: The University of Michigan Press, 2006.

Neighborhood Councils

KEY FINDING: In Los Angeles’ neighborhood councils, women occupy 38% of all neighborhood council seats. This percentage is much greater than the percentage of women who serve in elected citywide positions in Los Angeles. However, women still aren’t serving on neighborhood councils at the same rate as men.

When it comes to Los Angeles governance, women serve in greater numbers on the City’s network of 96 neighborhood councils. Neighborhood councils exist to promote more citizen participation in City government and make government more responsive to local needs. Neighborhood councils advise on issues of concern to their respective neighborhoods, such as the City budget and the delivery of City services.

Neighborhood councils also serve as an active pipeline to other leadership positions within the City. For example, 15 current commissioners on Los Angeles’ boards and commissions previously served on neighborhood councils.⁶

Women are Elected in Largest Numbers to L.A.’s Neighborhood Councils

Percentage of Women on Council	75%-55%	54%-35%	34%-15%	Under 15%
Neighborhood Councils (In order of women’s representation on the neighborhood council)	Harbor Gateway North North Hills East Sylmar Park Mesa Heights Lake Balboa CANN DU Arroyo Seco Greater Toluca Lake West Adams Central San Pedro Empowerment Congress Southeast Empowerment Congress West	Watts Westside Chatsworth United Neighborhoods Central Hollywood Historical Highland Park Encino Panorama City Hollywood United Northwest San Pedro Empowerment Congress Central Empowerment Congress North Harbor City Pico Greater Echo Park Elysian Greater Valley Glen Foothills Trail District	Greater Cypress Park North Hollywood West Sun Valley Area Sunland-Tujunga Greater Wilshire East Hollywood Mar Vista Glassell Park North Hills West Olympic Park Winnetka Mid City Venice Westchester Los Feliz Canoga Park Rampart Village	Mission Hills Westlake South

⁶ Department of Neighborhood Empowerment, communication from general manager, March 12, 2015.

		Hollywood Hills West Northridge South Woodland Hills- Warner Center LA-32 Porter Ranch North Hollywood Northeast Northridge East Valley Village Pacoima Voices 90037 Westwood Wilmington Westlake North Atwater Village Lincoln Heights West Hills Historical Cultural Arleta Coastal San Pedro Downtown Central Alameda Del Ray Harbor Gateway South Palms Boyle Heights	Mid Town West Hollywood Pico Union Reseda West LA Wilshire-Koreatown Mid City West Hollywood Studio District Van Nuys Eagle Rock Granada Hills South Granada Hills North Tarzana McArthur Park Northridge West Bel Air	
--	--	--	--	--

Source: Empower L.A. — Neighborhood Councils (June 2014).

Of 2,193 total neighborhood council representatives, 836 are women — 38%. The highest percentage of women on a neighborhood council is 71% in Harbor Gateway North. The lowest percentage of women is 5% on the Westlake South Neighborhood Council. Overall, 34 neighborhood councils still have fewer than 35% of their seats occupied by women.

Women make up about two-fifths of all executive officers on neighborhood councils, and nearly the same ratio of all neighborhood council board members. A neighborhood council board is the governing body of the neighborhood council and can be elected or selected (non-secret vote typically in a town hall style) by stakeholders.

Percentages of Women Serving in Leadership Positions
Within the Neighborhood Council Framework

	100% Female	99-75% Female	74%-50% Female	49%-25% Female	24%-1% Female	0% Female
Executive Officers	1%	10.6%	37.6%	36.5%	22.9%	7.1%
Neighborhood Council Board Members	0	0	18.2%	68.2%	13.6%	0

Source: Empower LA – Neighborhood Councils (June 2014). Note: Not all councils have each type of position.

One of every five neighborhood council boards is comprised of a majority of females. Every neighborhood council board has at least one female representative; however, 7% of neighborhoods councils lack any female leadership among its executive officers. In total, women fill 41% of executive officer positions on neighborhood councils and 38% of neighborhood council board member positions.

The Board of Neighborhood Commissioners (BONC) is the City board tasked with policy-setting and oversight of Los Angeles’ neighborhood councils and the Department of Neighborhood Empowerment. Currently, four out of seven BONC commissioners are women.⁷

ANALYSIS: Los Angeles neighborhood councils have greater female representation than in elective offices throughout L.A.’s city government. However, women still lag behind men in terms of representation and in positions of leadership. This is true of elected officials in citywide or council district offices, as well as at the neighborhood council level.

Appointed Commission and Board Officials

KEY FINDING: Under Mayor Garcetti’s administration, Los Angeles has achieved gender parity for the first time in City history, in terms of membership on L.A.’s boards and commissions. Among all 41 boards and commissions in the City, women now hold 54% of filled positions, and there are no longer any all-male commissions.

Background: Appointed Positions

The mayor, with the approval of the City Council, appoints various officers of the City of Los Angeles. The mayor appoints nearly all commission members serving on the City’s 41 boards and commissions.⁸

Upon taking office in 2013, Mayor Eric Garcetti pledged to achieve gender equity in making appointments to City boards and commissions. Since that pledge, the mayor

⁷ Empower LA, Department of Neighborhood Empowerment. Retrieved from <http://empowerla.org/commission/>.

⁸ All mayoral appointments to city commissions are subject to City Council confirmation. Note: See Appendix A for a complete listing of all City boards and commissions.

has made more than 200 appointments, and more than 55% of those have been women. Of all boards and commissions in Los Angeles, women currently occupy 146 of 269 filled positions (54%).

Among all commissions, just four now have fewer than 33% female representation. And there are no longer any commissions comprised entirely of males, meaning women are now represented on all commissions throughout the City.

Gender Breakdown of Los Angeles Boards and Commissions

Commissions/Boards on Which >75% are Women	% Women who are Members	Commissions/Boards on Which <33% are Women	% Women who are Members
Recreation and Parks	100%	Affordable Housing	29%
Status of Women	100%	Police Permit Review Panel	29%
Area Planning/Central Area	100%	Transportation	29%
Community and Family Services	87%	Innovation & Performance*	31%
Rent Adjustment	86%		
Area Planning/South LA	80%		
Ethics*	80%		
Library	80%		

Source: Los Angeles City Office of the Mayor, communication from deputy counsel to the mayor (Jan. 10, 2015). Note: An * denotes that the mayor does not appoint all positions within these commissions. Mayoral appointments are subject to City Council confirmation.

Thirty-seven women hold leadership positions among the City’s boards and commissions, serving as chairs, vice-chairs, presidents and vice presidents. Ten of the City’s 41 boards and commissions don’t have any women serving in leadership positions.

Ethnic Breakdown of Women Serving on L.A. Boards and Commissions

	African American	Asian American	Latina	White
Women serving on L.A. Boards and Commissions (Total: 146)	18%	12%	36%	34%

Source: Los Angeles City Office of the Mayor, communication from deputy counsel (Feb. 11, 2015).

Latinas comprise the largest percentage of all women serving on L.A. boards and commissions, followed by whites, African Americans and Asian Americans.

ANALYSIS: It is a significant achievement that, for the first time in City history, Los Angeles has reached overall gender parity among the leadership of the City’s boards and commissions. It’s also encouraging to note that Latinas make up the majority of women serving on the City’s Boards and Commissions. Latina women make up 44% of the City’s working-age population, yet are too often underrepresented elsewhere in government, especially in elective positions.

Department Heads

There are currently 167 department heads, general managers and assistant general managers working for the City of Los Angeles; overall, 34% are female.⁹ The mayor of Los Angeles has the ability to appoint 35 general managers, but not assistant general managers.¹⁰

One-Third of All City Government General Managers are Women

	% Female	% Male	Total # of Women
General Managers Appointed by Mayor (35 total)	31%	69%	11
Assistant General Managers (122 total)	34%	66%	41

Source: Data provided by PaySR Data (3/10/2014) through Los Angeles City Department of Personnel: City of Los Angeles — Department Heads, Gender and Ethnicity. Run date: 12/15/2014.

Among the seven largest departments, by size of workforce, women head the Department of Water and Power (second largest) and airports (fourth largest).

Ethnicity of Women Holding Top Departmental Administrative Positions

	Demographics of Los Angeles Women	Ethnicity of Female Department Heads	Ethnicity of all Department Heads (Women and Men)
African American	10%	20%	13%
Asian	14%	16%	10%
Latina/o	44%	18%	22%
White	31%	43%	51%
Other/Unknown	2%	4%	4%

Source: Demographics of Los Angeles Women: U.S. Census 2013 American Community Survey 1-Year Estimates; Department Heads: Los Angeles City Department of Personnel, updated December 2014.

Of those 56 females in top positions within City departments, 57% identify as non-white. Latinas remain greatly underrepresented at 18% of all female department heads, while white women and African American women both serve in greater numbers in departmental leadership positions relative to the population demographics of the City.

⁹ Data provided by PaySR Data (3/10/2014) through Los Angeles City Department of Personnel: City of Los Angeles — Department Heads, Gender and Ethnicity. Information dated 12/15/2014.

¹⁰ All mayoral appointments to city commissions are subject to City Council confirmation. See “Appendix A” for a breakdown on all City department boards and commissions, including which department heads are appointed directly by the mayor.

ANALYSIS: Compared with the City’s boards and commissions, more progress can be made when it comes to gender equity among L.A.’s department heads, general managers and assistant general manager positions. The mayor has the power to appoint 35 general managers, and all GMs have the power to appoint assistant general managers. Since assuming office in July 2013, Mayor Garcetti has appointed 12 new department heads, half of whom are women.¹¹

City Government Workers

KEY FINDING: The seven smallest City departments by employment (including cultural affairs and emergency management), are 51% female, but employ just 0.3% of the City’s workforce. The seven largest departments by employment (including police and fire), are comprised of 24% women, yet those departments employ 76% of the City’s workforce.

City Government Workforce: July 2014

In 2013, a new mayoral administration assumed office in the City of Los Angeles. To provide a benchmark for future progress, this report uses the City personnel office’s “Work Force Analysis of Full Time City Employees.” The analysis captures a snapshot of City government employment, as of July 1, 2014.¹² The report includes 41 City departments and records a total of 44,625 employees.

Women have achieved the greatest employment parity only within the City’s smallest departments. The City’s seven largest departments employ 76% of the City’s workforce; the seven smallest departments employ 0.3% of the workforce.

¹¹ Los Angeles City Office of the Mayor. Of the department heads appointed by Mayor Garcetti, six are women who lead the following departments: city clerk; cultural affairs; economic and workforce development; personnel; transportation; water and power. In total, 11 women currently serve as department heads in the City of Los Angeles.

¹² Los Angeles City Department of Personnel. Derived from the Work Force Analysis Report 8: *Full Time Employees by Department, Job Category and Civil Service Code*. (Run date: July 1, 2014).

Percentage of Women Employees Within all City Departments and Bureaus

Department, Board or Executive City Position	Number of Employees	Number of Employees who are Women	% Employees who are Women
Library	653	464	71%
Personnel	461	316	69%
Pension	109	74	68%
City Employees' Retirement System	125	84	67%
Public Works Board	82	55	67%
City Controller*	142	95	67%
Employee Relations Board	3	2	67%
City Administrative Officer	109	71	65%
City Attorney*	833	534	64%
Emergency Management	21	13	62%
City Clerk	96	59	61%
Convention Center	12	7	58%
Economic and Workforce Development	153	88	58%
Finance Office	331	184	56%
El Pueblo de Los Angeles Historical Monument Authority	9	5	56%
Aging	35	19	54%
Zoo	200	106	53%
Animal Services	317	161	51%
Neighborhood Empowerment	20	10	50%
City Council	319	159	50%
City Planning and Development	236	117	50%
Mayor*	77	37	48%
City Ethics Commission	19	9	47%
Housing and Community Investment	598	283	47%
Cultural Affairs	34	15	44%
Airports	3,217	1,137	35%
Disability	17	6	35%
Transportation	1,284	403	31%
Information Technology Agency	453	140	31%
Harbor	928	279	30%
Police	12,669	3,585	28%
Public Works – Bureau of Engineering	712	199	28%
Recreation and Parks	1,325	356	27%
Building and Safety	751	176	23%
Water and Power	9,731	2,030	21%
General Services	1,323	271	20%
Public Works – Bureau of Sanitation	2,364	455	19%
Public Works – Bureau of Street Lighting	195	32	16%
Public Works – Bureau of Contract Administration	283	41	14%
Public Works – Bureau of Street Services	894	127	14%
Fire	3,485	238	7%
TOTAL	44,625	12,442	28%

Source: Los Angeles City Office of the Controller. Los Angeles City Work Force Analysis Report No. 8A. Run date: July 1, 2014. Note: An * indicates that the heads of these departments are elected to their positions.

By July 2014, the City total workforce stood at 44,625 employees, a drop of less than 1% from 2013. Out of all City government employees, 28% are women. Twenty City departments employ fewer than 50% female employees; eight City departments employ fewer than 25% female employees.

In the seven largest City departments by size of workforce, women make up just 24% of employees. Those departments include airports (35% female), police (28%), recreation and parks (27%), water and power (21%), general services (20%), public works-sanitation (19%) and fire (7%).

Meanwhile, the seven smallest departments have a workforce that is 51% female. Those departments include the employee relations board (67% female), emergency management (62%), El Pueblo de Los Angeles Historical Monument authority (56%), aging (54%), ethics commission (47%), cultural affairs (44%) and disability (35%).

City Departments with Lowest Percentages of Females in the Workforce

Departments with <25% Female Workforce	July 1, 2014
Fire	7%
Public Works — Contracts	14%
Public Works — Street Services	14%
Public Works — Street Lights	16%
Public Works — Sanitation	19%
General Services	20%
Water and Power	21%

Source: L.A. City Work Force Analysis Report 8: Full-time Employees by Department.

City Departments with Highest Percentages of Females in the Workforce

Departments with >65% Female Workforce	July 1, 2014
Library	71%
Personnel	69%
Pension — Fire & Police	68%
Controller	67%
Employee Relations	67%
Employee Retirement	67%
Public Works — Board	67%

Source: L.A. City Work Force Analysis Report 8: Full-time Employees by Department.

Note: Some smaller departments have fewer than 10 employees, so a difference of one woman can cause a 10% change or more in composition.

When taking into account all City departments, only 28% of the City's employees are female: 12,442 women within the workforce of 44,625 persons.

Occupations of Women in City Government

To gauge how much influence women have in the City, it's important to examine not only employment numbers, but also the specific types of occupations women are serving in within the City government — and which types of women are securing those jobs.

The city controller's snapshot on *The Status of Women in L.A. City Government* highlights some gender differences in specific jobs. In July 2014, it reported that the top three City government occupations for women were as administrative workers (80% female workforce), library workers (71%) and accountants (70%). The three City government occupations with the lowest percentage of female workers include firefighters (2%), skilled craftspersons (3%) and port pilots (8%).¹³

To further examine the gendered occupations at the City government level, it's helpful to know that the City classifies its jobs within eight Equal Employment Opportunities (EEO) job categories. While women comprise roughly 30% of the overall City workforce, the percentage of women in each job category remains distinctly uneven.

Percentage of Women in Job Categories Within
L.A. Government Workforce: 2014

EEO Job Category	July 1, 2014
Administrative Support	78%
Professionals	40%
Officials/Administrators	38%
Paraprofessionals	33%
Technicians	20%
Service/Maintenance	19%
Protective Services	17%
Skilled Craftspeople	2%
Unknown Job Category	2%
City Total	28%

Source: Los Angeles City Work Force Analysis Report No. 8A: Full time employees by job category and Civil Service Code. Run date: July 1, 2014.

Women provide 78% of the administrative support staff and only 2% of employees classified as "skilled craft." Skilled craft include housing inspectors, housing investigators, equipment operators, electricians, mechanics and other skilled trades.

¹³ Los Angeles City Office of the Controller, "Snapshot of Women in L.A. City Government" (2014).

Ethnic Distribution of Women in City Government

Latinas are the most underrepresented of all ethnicities among women in the City workforce. Latinas make up 44% of all working-age women living in Los Angeles, but represent less than a third (32%) of the City government’s female workforce.

Percentage Ethnic Distribution of Female Workforce by Job Category

EEO Job Category	Total # of Women	% African American	% American Indian	% Asian American	% Filipina	% Latina	% White
Officials/ Administrators	310	15%	0	24%	12%	15%	35%
Professionals	3,751	17%	0.2%	24%	13%	20%	27%
Technicians	965	16%	0.2%	12%	5%	29%	38%
Protective Services	1,862	27%	0.3%	4%	1%	43%	24%
Paraprofessionals	32	34%	0%	13%	13%	25%	16%
Administrative Support	4,543	36%	0.3%	9%	7%	35%	13%
Skilled Craft	142	18%	1%	9%	3%	32%	37%
Service/Maintenance	823	31%	0.2%	1%	2%	53%	13%
Total Workforce	12,442	26%	0.3%	13%	8%	32%	22%

Source: Los Angeles City Work Force Analysis Report No. 8A: Full time employees by job category and Civil Service Code (Run date: July 24, 2014); Distribution of City population is from the U.S. Census Bureau 2012 American Community Survey 1-Year Estimates (Table B0201).

Over half of the women who work in service and maintenance positions are Latina. Overall, Latinas lag behind in key roles as officials, professionals, technicians and skilled craft.¹⁴

Across the United States, gendered occupations are common and City workforces are no exception. In the latest five-year statistics provided by the U.S. Census Bureau, women comprise the majority of workers in administrative support and represent the fewest number of “skilled craftpersons” in the country’s most populous cities.¹⁵

These percentages are virtually unchanged when comparing July 1, 2014 with the workforce of July 1, 2013: the percentage of Asian Americans and Latinas have each increased by one percentage point or less; the percentage of African American women and white women employed by the City has remained constant.

¹⁴ U.S. Census Bureau, 2013 1-Year Estimates. Table B01001: Sex by Age. Retrieved from <http://factfinder2.census.gov>. Note that “women” include all females over the age of 18.

¹⁵ U.S. Census Bureau, 2006-2010 American Community Survey 5-year Estimates. Equal Employment Opportunity (EEO) Tabulation. Table EEO-ALLO6W: State/Local Government Job Groups by Sex and Race/Ethnicity for Worksite Geography, Civilian Employed 16 years and older. Retrieved from <http://factfinder2.census.gov>.

ANALYSIS: When it comes to the number of women serving in the City’s workforce, change is more evident within Los Angeles’ smaller departments. There are now seven City departments where women represent more than 65% of total employees. The larger City departments, however, still lag behind when it comes to female employees; women make up only 24% of the workforce in the City’s seven largest departments; and 28% of the entire City workforce. This imbalance stands in contrast to gains made elsewhere within the City’s boards and commissions and neighborhood council system.

Earnings of Women in City Government

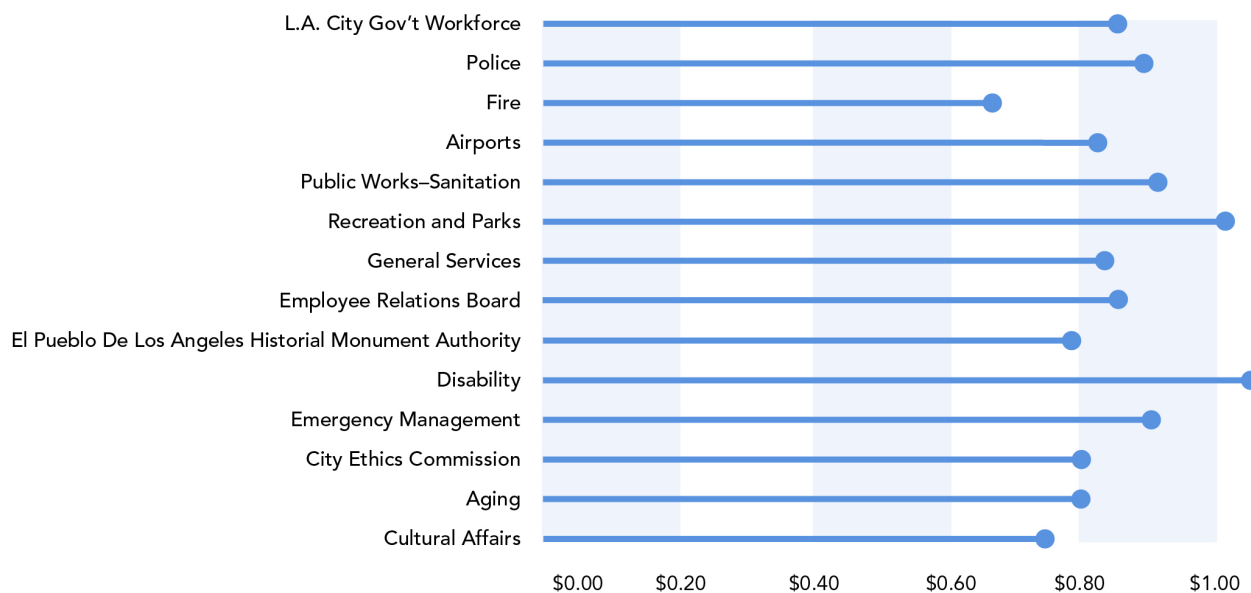
KEY FINDING: Overall, women in Los Angeles City government earn \$0.83 to every \$1.00 earned by men. However, several key City departments have much larger gender wage gaps due, in part, to the disparity of the types of positions held by men compared with women. These gaps are often the result of women serving in administrative, rather than leadership or operational, positions in the department.

	Average Salary, Females	Average Salary, Males	Gender Wage Gap
LA City Government Workforce	\$70,612	\$83,045	\$0.85
Seven Largest Departments			
Water and Power	\$92,460	\$113,656	\$0.81
Police	\$86,357	\$96,539	\$0.89
Fire	\$97,174	\$148,030	\$0.66
Airports	\$73,611	\$89,560	\$0.82
Public Works – Sanitation	\$74,051	\$81,283	\$0.91
Recreation and Parks	\$66,835	\$66,081	\$1.01
General Services	\$60,855	\$73,128	\$0.83
Seven Smallest Departments			
Employee Relations Board	\$64,232	\$75,422	\$0.85
El Pueblo De Los Angeles Historical Monument Authority	\$84,339	\$108,573	\$0.78
Disability	\$72,568	\$69,330	\$1.05
Emergency Management	\$99,496	\$111,048	\$0.90
City Ethics Commission	\$75,702	\$107,191	\$0.71
Aging	\$78,044	\$90,857	\$0.86
Cultural Affairs	\$58,563	\$79,173	\$0.74

The city controller’s snapshot of *The Status of Women in L.A. City Government* states that, overall, women in Los Angeles City government earn \$0.83 compared with every

\$1.00 earned by men.¹⁶ Recognizing that within each department there are different classifications of jobs, the current analysis only provides comparisons of average department salaries by gender.¹⁷

Gender Wage Gap by L.A. City Departments



Source: Los Angeles City Office of the Controller. "Gender Breakdown of City Workers by Department."

Note: The Gender Wage Gap, reported as the dollars earned by females for every \$1.00 earned by males, is calculated on a comparison of average (not median) departmental salaries by gender. These data do not include the Department of Water and Power.

City Departments with the Largest Wage Gaps

Department	Largest Wage Gaps ≤\$0.75
Fire	\$0.66
Building and Safety	\$0.70
City Ethics	\$0.71
City Administrative Officer	\$0.72
Cultural Affairs	\$0.74
Pension	\$0.74

Source: Los Angeles City Office of the Controller.

¹⁶ Los Angeles City Office of the Controller (March 2014) Gender Breakdown of City Workers by Department for 2013. Retrieved from <https://controllerdata.lacity.org/Payroll/Gender-Breakdown-of-City-Workers-by-Department/>.

¹⁷ Los Angeles City Office of the Controller, Los Angeles. *Los Angeles City Work Force Analysis Report No. 8A: Full time employees by job category and Civil Service Code*. Retrieved from www.controller.lacity.org/Salary_Information/index.htm.

City Departments with the Smallest Wage Gaps

Department	Smallest Wage Gaps 1.00 ± 0.05
Disability	\$1.05
Neighborhood Empowerment	\$1.03
Public Works — Board of Public Works	\$1.02
Recreation and Parks	\$1.01
Library	\$0.97
Public Works — Street Lighting	\$0.97

Source: Los Angeles City Office of the Controller.

Comparing the two charts above, near wage parity (gap of 1.00 ± 0.05) is reached in disability, library, neighborhood empowerment, public works/board of public works, public works/street lighting, and in recreation and parks. The gender-based wage disparity is largest in the fire department (\$0.66), where data is specific to sworn staff. All told, six City departments currently have gender wage gaps greater than \$.25.

Percent of Women in Job Categories Within the Four Departments that have the Largest Gender Wage Gaps

	Fire	Building/Safety	City Ethics Commission	City Administrative Officer
Officials/Administrators % Female	14%	9%	100%	45%
Professionals % Female	11%	26%	44%	63%
Technicians % Female	1%	7%	n/a	n/a
Protective Services % Female	2%	n/a	n/a	n/a
Paraprofessionals % Female	0%	n/a	n/a	n/a
Administrative Support % Female	86%	83%	100%	95%
Skilled Crafts % Female	0%	3%	n/a	0%
Service/Maintenance % Female	11%	0%	n/a	n/a
TOTAL Women/Workforce	240/3,461	176/761	9/20	68/103
% Female	7%	23%	45%	66%

Source: City of Los Angeles. Work Force Analysis Report No. 8: Full Time Employees by Department, Job Category, and Civil Service Code (July 1, 2013–December 2013). Note: Where “n/a” is noted, departments do not have any employees in those job categories, male or female. Whereas “0%” means that, of the employees in that category, none are women.

In these departments, the gender wage disparity results in part from the fact that women hold over 80% of the lower-paid administrative support positions, and in most cases a much smaller percentage than men of the higher-paying administrator and professional positions.¹⁸

Gender Breakdown of City Workers and Salaries by Job Category for 2013

Job Category	Employee Count	% Female	Female Avg. Salary	Male Avg. Salary
Officials/Administrators	635	34%	\$155.7K	\$166.2K
Professionals	7,596	43%	\$91.5K	\$114.0K
Technicians	4,209	22%	\$100K	\$114K
Protective Services	10,927	17%	\$83.6K	\$99.3K
Paraprofessionals	70	34%	\$62.7K	\$72.0K
Administrative Support	4,214	83%	\$62.1K	\$60.5K
Skilled Craft	3,757	3%	\$86.0	\$90.0K
Service/Maintenance	3,541	21%	\$51.2K	\$60.9K

Source: Los Angeles City Office of the Controller.

To gain a better understanding of the gender wage gap within job categories, it is necessary to consider the individual Civil Service classes within each category.

Since jobs within a specific Civil Service class are legally paid essentially at the same wage, regardless of gender, age, etc., we can conclude that wage gaps that exist in City departments result from the Civil Service classifications of positions held by women, which are different, often lower-paying, positions from those held by men.

ANALYSIS: It is important to note that there is a significant difference in salaries between women and men in nearly all job categories. Where the gender wage gap is most significant, the expanse between men and women’s pay is most often tied to a lack of women in higher-paying leadership positions. More research is useful to examine why women aren’t “moving up the ladder” within these departments and securing higher-paying positions like their male counterparts.

Women Business Leaders

KEY FINDING: The L.A. metropolitan area is home to the second-largest number of women-owned businesses in the nation, more than 136,000; that number has increased by 25% over the past decade. Overall, nearly one-third of all privately held firms in the City of Los Angeles are owned by women.

¹⁸ Los Angeles City Office of the Controller (March 2014). Gender Breakdown of City Workers by Category. Retrieved from <https://controllerdata.lacity.org/>.

Privately Owned Companies

Across the United States, women own 30% of privately held firms, contributing 14% of all U.S. employment and 11% of revenues (estimated at more than \$1.3 trillion on an annual basis).¹⁹

In the City of Los Angeles, the latest Survey of Business Owners²⁰ indicates more than 450,000 firms operating in the City, 97% of which are privately owned.

Businesses in the City of Los Angeles (2007)

	Number of Firms	Number of Firms with Paid Employees	Revenues of Firms with Paid Employees (\$1000)	Number of Paid Employees	Annual Payroll (\$1000)
All Privately-held Firms	435,314	81,587	\$138,502,809	766,764	\$29,909,806
Female-owned	136,579	15,674	17,247,176	99,164	3,688,050
Male-owned	234,486	51,137	100,985,039	534,522	22,025,437
Equally Female-male Owned	64,249	64,249	20,270,594	133,079	4,196,319
Publicly-held Firms	14,735	10,321	\$222,400,455	682,107	\$38,340,397
TOTAL	450,050	91,908	\$360,903,264	1,448,871	\$68,250,202

Source: U.S. Census Bureau, 2007 Survey of Business Owners (Table SBO700CSA02).

Nearly one-third (31%) of all privately held firms in the City are owned by women, comparable to the national rate of 30%. Nineteen percent of L.A.'s private businesses owned by women have paid employees. Women-owned businesses account for 13% of the City workforce and 12% of the annual payroll paid to workers by privately held firms in the City.²¹

The L.A. economy is inextricably linked to that of the larger Southern California region. A recent study shows the Los Angeles metropolitan area²² is home to the second-largest number of women-owned businesses of all metropolitan areas throughout the nation. Out of the 8.6 million firms owned by women in the United States, 5% are

¹⁹ American Express OPEN Report. *The State of Women-Owned Businesses. (2013) A summary of important trends, 1997-2013.* Retrieved from <https://www.openforum.com/articles/latest-trends-in-women-owned-businesses/>.

²⁰ The U.S. Census Bureau carries out a Survey of Business Owners every 5 years; the results are published 3 years later. The 2007 Survey of Business Owners was published in 2010; the 2012 Survey of Business Owners will be published later in 2015.

²¹ U.S. Census Bureau, 2007 Survey of Business Owners. Table SB0700CSA02: *Statistics for All U.S. Firms by Industry, Veteran Status, and Gender for the U.S., States, Metro Areas, Counties, and Places.*

²² Defined using U.S. Census-established metropolitan boundaries. Thus, the L.A. metropolitan area is defined as: Los Angeles-Long Beach-Santa Ana, CA, Metro Area.

located in the Los Angeles metropolitan area, second only to New York’s metropolitan area, which hosts 8% of all women-owned U.S. businesses.²³

Women-Owned Businesses in the Los Angeles Metropolitan Area²⁴

	2013	2007	2002	% Growth 2002-2013
Number of Firms	432,300	409,830	345,436	25%
Employment	394,600	388,536	371,194	6%
Sales	\$87 million	\$80 million	\$60 million	45%

Source: *The 2013 State of Women-Owned Businesses Report, UC Davis, Table 4: Trend in Growth of WOB in Top 25 Metropolitan Areas, 2002-2013.*

The number of women-owned businesses in metropolitan Los Angeles has increased by 25% in the past decade, while sales revenues have increased by 45% over this same time period.

Nonprofits

More than 1.8 million employees within Los Angeles work in the nonprofit sector. An area for future research is to discover exactly how many L.A. women serve in leadership positions in this field, as those data disaggregated by gender are not currently available.

Women in the Nonprofit Workforce

	Size of Nonprofit Workforce	% Women 16 Years and Over	Median Earnings of Female Wage and Salary Workers
Los Angeles City	1,851,156	62%	\$36,565
Los Angeles County	4,614,694	62%	\$37,361
California	17,132,696	62%	\$38,173
United States	145,128,676	65%	\$32,988

Source: *U.S. Census, 2013 American Community Survey 1-Year Estimates (Table S2408).*

Overall, women make up 62% of paid staff in California’s nonprofits. Statewide, the most recent data available shows that women make up 52% of nonprofit board members, compared with 46% nationwide.²⁵ More research needs to be conducted to discover how many women are serving in leadership positions as CEOs or presidents of Los Angeles-based nonprofits.

²³American Express OPEN Report. *The State of Women-Owned Businesses.* (2013) A summary of important trends, 1997-2013. Retrieved from <https://www.openforum.com/articles/latest-trends-in-women-owned-businesses/>.

²⁴ Metropolitan areas in this table are used for statistical purposes by the U.S. Census Bureau. The Los Angeles metropolitan area includes Los Angeles and Orange counties and may be designated as the Los Angeles-Long Beach-Anaheim, CA Metropolitan Statistical Area, with a population of roughly 13 million.

²⁵ Urban Institute California Survey of Nonprofit Economic and Diversity Issues: Measuring Racial-Ethnic Diversity in California’s Nonprofit Sector (November 2009); U.S. Census Bureau, American Community Survey 3-Year Estimates.

Nationally, women make up nearly 75% of the nonprofit workforce, but hold only 45% of all CEO positions.²⁶

In the not-for-profit realm, more than 300,000 people are employed by nonprofit organizations in Los Angeles County, representing roughly 6% of the County’s workforce. Within the City of Los Angeles, 62% of all nonprofit employees are women. As in other sectors, their earnings lag behind the earnings of their male counterparts, though the gaps are not as significant as found across California and throughout the United States as a whole.²⁷

Gender and Earnings of Nonprofit Wage and Salary Workers

	Los Angeles Women	Los Angeles Men
% of Workforce (Total: 118,062)	62%	38%
Annualized median earnings	\$36,565	\$37,936
	California Women	California Men
% of Workforce (Total: 1,140,062)	62%	38%
Annualized median earnings	\$38,173	\$43,291
	U.S. Women	U.S. Men
% of Workforce (Total: 11,637,477)	65%	35%
Annualized median earnings	\$32,988	\$40,851

Source: U.S. Census Bureau, 2013 American Community Survey 1-Year Estimates (Table S2408).

By comparison, women working in nonprofit enterprises in the City of Los Angeles earn less than women working at nonprofit organizations in Los Angeles County and the State of California.

ANALYSIS: Compared with other states, California is home to the greatest number of women-owned businesses in the country²⁸ — and the Los Angeles metro area is a key driver in that No. 1 status. Continuing to grow those women-owned businesses in Los Angeles will be vital to the growth of the City’s economic engine.

²⁶ Lennon, Tifani, lead researcher, *Benchmarking Women’s Leadership in the United States* (2013), University of Denver, Colorado Women’s College. Retrieved from www.womenscolleges.edu.

²⁷ Fortifying L.A.’s Nonprofit Organizations: Capacity-Building Needs and Services in Los Angeles County. A study commissioned by the Weingart Foundation (September 2010). Retrieved from <http://www.weingartfdn.org/files/Capacity-Report-Final.pdf>.

²⁸ American Express OPEN Report: The State of Women-Owned Businesses (2013).

APPENDICES

APPENDIX A
City of Los Angeles Boards and Commissions

Affordable Housing Commission
Board of Airport Commissioners
Board of Animal Services
Board of Building and Safety Commissioners
Central Area Planning Commission
City Ethics Commission*
Board of Civil Service Commissioners
Commission for Community and Family Services
Board of Los Angeles Convention Center
Cultural Affairs Commission
Cultural Heritage Commission
Commission on Disability
Disabled Access Appeals Commission
East Los Angeles Area Planning Commission
El Pueblo de Los Angeles Historical Monument Authority
Employee Relations Board*
Board of Fire and Police Pension Commissioners
Fire Commission
Harbor Area Planning Commission
Board of Harbor Commissioners
Housing Commission of the City of Los Angeles
Human Relations Commission
Industrial Development Authority
Board of Library Commissioners
Los Angeles City Employees' Retirement System Board
Board of Neighborhood Commissioners
North Valley Area Planning Commission
Planning Commission
Board of Police Commissioners
Police Permit Review Panel
Board of Public Works Commissioners
Innovation and Performance Commission*
Board of Recreation and Parks Commissioners
Rent Adjustment Commission
South Los Angeles Area Planning Commission
South Valley Area Planning Commission
Commission on the Status of Women
Board of Taxicab Commissioners
Board of Transportation Commissioners
Board of Water and Power Commissioners
West Los Angeles Area Planning Commission
Board of Zoo Commissioners

Source: Los Angeles City Office of the Mayor, communication from deputy counsel (March 5, 2015).

*Note: An * indicates that the mayor does not appoint all members of these boards and commissions.*

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Mount Saint Mary's University

Ann McElaney-Johnson, PhD,
President

Wendy J. McCredie, PhD,
Provost and Academic Vice President

Eleanor Siebert, PhD,
Professor Emerita, Lead Researcher

Jackie Filla, PhD,
Assistant Professor, Department of History and Political Science, Researcher

Kimberly Kenny,
Assistant Vice President for Institutional Advancement

Phillip Jordan,
Manager of Communications and Marketing

Piper Murakami, Design

Sarah Scopio, Proofing

City of Los Angeles

Mayor Eric Garcetti

First Lady Amy Elaine Wakeland

Ana Guerrero
Chief of Staff, Mayor's Office

Rick Cole,
Deputy Mayor for Budget & Innovation

Linda Lopez, PhD,
Chief, Office of Immigrant Affairs

Vicki Curry,
Associate Director of Communications, Mayor's Office

Araceli Campos,
President, Commission on the Status of Women

Farrah Parker,
Executive Director, Commission on the Status of Women

Grayce Liu,
General Manager, Department of Neighborhood Empowerment

Wendy Macy,
General Manager, Personnel Department

Raelynn Napper,
EEO, ODCR, & Training Division Manager, Personnel Department

Ashley Stracke,
Deputy Director of iPMU, Mayor's Office of Budget & Innovation

George Kolombatovich,
Deputy Counsel to Mayor Eric Garcetti

Cary Gross,
Legislative Coordinator, Mayor's Office

Carrie Lopez,
Personnel Consultant, Mayor's Office of Budget & Innovation

Jill Scoggins,
Executive Officer, Mayor's Office of Economic Development

Saira Gandhi,
Executive Officer, Mayor's Office of City Services

Melinda Grodsky,
Assistant to the Deputy Mayor for Budget & Innovation

Rodd Talebi,
Data Scientist, Mayor's Office of Budget & Innovation

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 equality, 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. Weekend, evening and graduate programs are offered to both women and men. Mount alums are engaged, active global citizens who use their knowledge and skills to better themselves, their communities and the world. www.msmu.edu

About the City of Los Angeles Commission on the Status of Women

The City of Los Angeles Commission on the Status of Women (CSW) was established through an ordinance passed by Mayor Tom Bradley and the Los City Council in 1975. The CSW's mandate is to advance the general welfare of women and girls in the Los Angeles community and to ensure that all women have full and equal participation in City government. The CSW is part of the Housing + Community Investment Department (HCID) and plays an integral role in HCID's mandate to strengthen communities. In 2015, the CSW proudly celebrates its 40th year in service. www.lawoman.lacity.org

The Report on the Status of Women and Girls in the City of Los Angeles is available online at www.lamayor.org/statusofwomen and www.msmu.edu/statusofwomen.

The City of Los Angeles

THE REPORT ON THE STATUS OF WOMEN AND GIRLS

Part 3: Veterans

The third part in a five-part report.
Funded by the Los Angeles City Commission
on the Status of Women, and prepared
by Mount Saint Mary's University.



The Report on the Status of Women and Girls in the City of Los Angeles

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The Report on the Status of Women and Girls in the City of Los Angeles

Introduction

This Report on the Status of Women and Girls in Los Angeles is a compilation of current research focusing on the issues and trends affecting the women and girls who call Los Angeles home. Its aim is to provide information and to serve as a touchstone for more in-depth evaluations of gender equality throughout Los Angeles that can lead to committed action by the City and its officials, as well as by those working in the nonprofit sector.

This five-part report was commissioned by the City of Los Angeles Commission on the Status of Women and researched by Mount Saint Mary's University. It examines gender equity in these key areas: Demographics; Leadership; L.A.'s Veterans; Education and Workforce Development; and Public Safety.

The report was developed in conjunction with the office of Los Angeles Mayor Eric Garcetti whose "back to basics" agenda is focused on job creation and solving everyday problems for L.A. residents. Mayor Garcetti has established an open data website for the City of Los Angeles, and select data in this report can be incorporated there.

"The contributions of our servicewomen do not end when they leave the military, and neither do our obligations to honor their service when they return. Women veterans have very different experiences than their male counterparts, and I want Los Angeles to be a leader in providing the services they need. This first-of-its-kind report provides important information that will help us develop a plan of attack to address the unique issues impacting women veterans in our city."

– MAYOR ERIC GARCETTI

Funded by the Los Angeles Commission on the Status of Women, and prepared by Mount Saint Mary's University. This is the third part in a five-part report on the challenges and opportunities facing women in the City of Los Angeles.



Part 3: Veterans

According to projections by the California Department of Veterans, female veterans will be 13% of the state's total veteran population within the next decade. Research shows women are impacted by military service and deployment differently than men and may need different services as they transition to civilian life.

For veterans in Los Angeles, the rate of unemployment is higher than for veterans in America's other big cities, and our City is home to the largest number of homeless veterans in the country. At the same time, a higher percentage of veterans in Los Angeles have a college degree compared with veterans across the nation.

Veterans in the United States have a higher median income than non-veterans and are often better educated. However, there are many veterans who live largely in the shadows, who have lower levels of education and have often experienced military-related trauma, both of which contribute to greater rates of poverty and unemployment.

Part III of this report compiles the available data about the status and experiences of women veterans in Los Angeles that can be used to inform policy discussions. The issues that affect veterans in Los Angeles are similar to those that affect everyone throughout the City: education, housing, good jobs and economic empowerment. Understanding and addressing these issues will improve the quality of life not just for female veterans of the U.S. Armed Forces, but for all residents of Los Angeles.

The Methodology What follows is an overview of the methodology used in all five parts of the report.

Databases

This report will present data and evidence on which actions can be based. In addition to other local, state and national research and surveys, U.S. Census Bureau data are used widely throughout. The 2010 decennial census is designed to track the total population of the nation; however, we have generally used annual American Community Surveys (ACS), which are designed to provide a timelier look at how changes in communities are occurring. (factfinder2.census.gov)

For the ACS, between three and four million households are surveyed each year. ACS data are reported as single-year estimates where the sample population is greater than 65,000; multiyear estimates are used for smaller geographical areas and sample sizes. This report uses the most recently available 2012 ACS 1-Year Estimates wherever possible, and 2008-2012 ACS 5-Year Estimates for smaller samples, including for data specific to L.A. Council Districts.

Queries to other databases used in this part of the report include those from the Bureau of Labor Statistics (bls.gov), the U.S. Department of Defense (via calvet.ca.gov), the Los Angeles Homeless Services Authority (lahsa.org) and the California Department of Public Health (cdph.ca.gov). Please refer to these websites for questions about methodology used in data gathering.

Estimating Council Districts

The U.S. Census Bureau aggregates Zip Code Tabulation Areas (ZCTAs) to represent a census block; in this report, ZCTAs have been aggregated to define the parameters of a Council District. Using a zip code map overlay, a council district has been defined by all zip codes that lie completely within its boundaries, as well as those estimated to fall geographically 50% or more within the district boundary or where the majority of the population within the zip code falls within a district boundary. Double counting of zip code areas has been minimized.¹ With this approach, the following zip codes were used to define council districts and have been used in gathering data for council districts:

Zip Codes Used to Define Los Angeles City Council Districts

COUNCIL DISTRICT		ZIP CODES
CD 1	East/Northeast L.A.	90006, 90012, 90017, 90031, 90042, 90057, 90065
CD 2	Southeast San Fernando Valley	91401, 91405, 91601, 91602, 91604, 91605, 91606, 91607
CD 3	Southwest San Fernando Valley	91303, 91306, 91335, 91356, 91364, 91367
CD 4	Mid-City/Hollywood Hills areas	90010, 90020, 90027, 90036, 90046, 90068, 91403, 91423
CD 5	West L.A., Inland	90024, 90025, 90035, 90048, 90064, 90067, 90077, 90095, 91316, 91436
CD 6	Central San Fernando Valley	91352, 91402, 91405, 91406
CD 7	Northeast San Fernando Valley	91040, 91331, 91342, 91345, 91352
CD 8	South Central L.A.	90008, 90043, 90044, 90047, 90062
CD 9	Southeast L.A.	90003, 90007, 90011, 90037, 90089
CD 10	Mid-City/Baldwin Hills area	90005, 90008, 90016, 90018, 90019
CD 11	West L.A., Coastal	90045, 90049, 90066, 90094, 90291, 90292, 90293
CD 12	Northwest San Fernando Valley	91304, 91307, 91311, 91324, 91325, 91326, 91330, 91343, 91344
CD 13	Hollywood area	90026, 90028, 90029, 90038, 90039
CD 14	Downtown, East/Northeast L.A.	90013, 90014, 90015, 90021, 90023, 90032, 90033, 90041, 90071
CD 15	Harbor area	90002, 90059, 90248, 90710, 90731, 90732, 90744

¹ E. Johnson, Mapping and Land Records Division, Bureau of Engineering (Sept. 4, 2013). A listing of council districts with zip codes that lie entirely or partially within a district may be found online, along with a map showing zip code overlays with council districts: navigatela.lacity.org/common/mapgallery/cd.cfm. In this listing, a zip code may be found in multiple districts; in this report, we minimize duplication of population counts.

Precision of Data

All data used are “estimates.” For example, the ACS numbers are based on data from a sample of the total housing units and people in the population. These data may be weighted based on characteristics of the sample needed in order to bring it into closer agreement with the full population. The ACS reports the sampling error for each estimate with a margin of error, which has a 90% probability of containing the true value. (See ACS Design and Methodology, U.S. Census Bureau, U.S. Government Printing Office, Washington, D.C., 2009).

In this report, Census data points have been taken from the ACS reports; they have been reported directly and, in some cases, used to compute information of greater relevance to our issues. For simplicity, we have not included uncertainties in measured values. As a result, data in this report have been rounded to the nearest whole number and should not be viewed as exact measures.

Definitions

In all five parts of the report, the following terms are used throughout, except where otherwise noted:

- The term “Los Angeles” refers to the City of Los Angeles specifically, unless otherwise noted (i.e. “metropolitan L.A.” or “greater L.A.”) L.A. County is also specifically noted when used.
- The term “women” generally refers to females aged 18 years and older.
- The term “girls” generally refers to females under the age of 18 years.
- The term “females” refers to all women and girls.
- The term “median” refers to the middle value in a set of data; it is not to be confused with an average that is calculated out of a grouping of data.

Glossary of Key Terms

In this Veterans part of the report, the following terms are also specifically used:

- The term “veterans” refers to women and men who have previously served — but are not currently serving — on active duty in the U.S. Army, Navy, Air Force, Marine Corps, or the Coast Guard, or who served in the U.S. Merchant Marine during World War II. (People who served in the National Guard or Reserves are classified as veterans only if they were ever called or ordered to active duty.)
- The term “Military Sexual Trauma” is used by the Department of Veterans Affairs (VA) to refer to experiences of sexual assault or repeated, threatening sexual harassment that a veteran experienced during his or her military service. See federal law for more details: Title 38, U.S. Code 1720D.
- The term “homeless” refers to an individual without permanent housing who may live on the streets; stay in a shelter, mission, single room occupancy facility, abandoned building or vehicle; or in any other unstable or non-permanent situation. (U.S. Department of Health & Human Services)

- Unless otherwise noted, the term “employed” refers to all civilians 16 years and over who were “working” (paid employees, self-employed individuals or those who worked in a family business), or who were “with a job but not at work” (had jobs from which they were temporarily absent). (U.S. Census Bureau, American Community Surveys)

Notes

Occasionally, the age limits noted above will be listed differently in this report, based on the parameters of a study cited by the report. Ethnic and racial designations reflect the respective U.S. Census, state or local terminology where data sets originated, unless otherwise noted.

Throughout this report, data sets are primarily gendered to best focus on the status of the City’s female population. However some non-gendered data are also included— either as context for a particular issue, or where gendered data are not available. County, state and national data are also sometimes included for comparison points, or where City-specific data is either not available or not applicable.

Veterans: Report Highlights

- Los Angeles is home to roughly 108,000 veterans, 6% of whom are women, compared with 8% at the national level.
- In Los Angeles, female veterans are more diverse and younger than their male counterparts. Fifty-six percent of female veterans are people of color, compared with 47% of male veterans. Twenty-five percent of female veterans are under the age of 35, compared with 9% of male veterans.
- Los Angeles veterans are better educated at every level compared with non-veterans within the City. Only 7% of L.A.'s veterans have less than a high school education compared with 25% of the non-veteran population.
- Employed female veterans in Los Angeles earned a median income more than \$9,000 greater than non-veteran females in 2012. However, the unemployment rate for all veterans in Los Angeles, both female and male, was 16%, compared with 12% of non-veterans.
- In June 2014, the City of Los Angeles launched a regional veterans hiring initiative called "10,000 Strong" aimed at getting 10,000 veterans jobs by 2017. As of July 2015, the initiative had placed nearly 5,000 veterans in jobs, 678 of whom were women.
- In Los Angeles County, 60% of female veterans who served after Sept. 11, 2001, report experiencing sexual harassment, compared with 6% of male veterans. Thirty-eight percent of female veterans report experiencing sexual assault, compared with 3% of male veterans.
- A much smaller percentage of veterans in Los Angeles live in poverty than non-veterans (10% to 21%). However, the percentage of veterans in the homeless population is much higher than the percentage of veterans in the general population (11% to 4%).
- From January 2014 to May 2015, the City of Los Angeles permanently housed more than 3,960 veterans.

Demographics

KEY FINDING: In Los Angeles, female veterans are more diverse and younger than their male counterparts. Fifty-six percent of female veterans are people of color, compared with 47% of male veterans. Twenty-five percent of female veterans are under the age of 35, compared with 9% of male veterans.

Across the United States, veterans comprise about 9% of the total population. In Los Angeles, veterans are about 4% of the total population, based on a sample of 2,990,493 residents (nearly 108,000 of whom were veterans).²

Sex and Age

Women make up 8% of the veteran population nationwide. In 2013, women constituted 10% of the veteran population in California, and they are projected to become 13% of the state's veteran population within the next 10 years.³

Nearly 4% of Angelenos Have Served in the Military

City	Civilian population 18 years and over	Veterans population	% population who are veterans	% veterans who are female
Los Angeles	2,990,493	107,952	4%	6%
Chicago	2,102,273	90,240	4%	6%
New York City	6,548,623	192,297	3%	6%
Houston	1,607,759	84,692	5%	8%
United States	239,178,768	21,230,865	9%	8%

Note: Percentages have been rounded to whole numbers.

Source: U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table S2101).

In Los Angeles, women are currently 6% (6,343) of the city's veteran population, which is comparable with Chicago and New York.

Council District Highlight: Council Districts 12 (Northwest San Fernando Valley) and 8 (South Central L.A.) are home to the greatest number of veterans out of all L.A. Council Districts, with 14,213 and 9,853 veterans, respectively. The district with the greatest percentage of female veterans is Council District 9 (Southeast L.A.), at 10%. (Appendix A)

Twenty-five percent of female veterans in Los Angeles are under the age of 35 years, and 13% are over the age of 75 years. In contrast, only 9% of male veterans are under the age of 35, and 32% are over the age of 75 years.⁴

² U.S. Census Bureau, 2012 American Community Survey (ACS) 1-Year Estimates (S2101), *Veteran Status*; retrieved from <http://factfinder2.census.gov>.

³ California Department of Veterans Affairs. Women Veteran Statistics. <https://www.calvet.ca.gov/WomenVets/Pages/Data-and-Statistics.aspx>

⁴ California Military Department Office of State Policy and Liaison. (Includes statistics from California Army and Air National Guard). Retrieved from the 2014 Women Vets Fact Sheet: www.calvet.ca.gov/WomenVets/.

Comparing the Sex and Age of Veterans
in Los Angeles and the United States

Age Group	Los Angeles ⁵		California ⁶		United States ⁷	
	% Women (Total: 6,343)	% Men (Total: 101,609)	% Women (Total: 129,346)	% Men (Total: 1,728,402)	% Women (Total: 1,613,231)	% Men (Total: 19,617,634)
18-34 years	25%	9%	22%	8%	21%	8%
35-54 years	35%	19%	36%	21%	45%	23%
55-64 years	21%	18%	18%	21%	18%	22%
65-74 years	6%	22%	8%	24%	7%	24%
75+ years	13%	32%	14%	25%	9%	24%

Source: U.S. Census Bureau, 2012 ACS 1-Year Estimate (B21001)

Note: Numbers may not add to 100% due to rounding.

The age breakdown of female veterans in Los Angeles largely mirrors those of the state and nation, with the exception being that the percentage of female veterans age 35-54 years (35%) is less in Los Angeles than in the nation (45%).

Ethnicity

With all ethnicities combined, women of color make up 56% of the population of female veterans in Los Angeles, compared with 47% of male veterans.⁸ There are also more female than male veterans of color in the state and national populations.

Ethnic Distribution of Female and Male Veteran Populations in Los Angeles⁹

	Female veterans (Total: 6,343)	Male veterans (Total: 101,609)	Total veteran population* (Total: 107,952)	Non-veteran population* (Total: 2,882,541)
% African American	21%	19%	19%	9%
% Asian American	6%	7%	7%	13%
% Latina/o	20%	18%	18%	45%
% White	44%	54%	54%	31%
% Other	9%	3%	3%	2%

Source: U.S. Census Bureau, 2012 ACS 1-Year Est. (B21001), Sex by Age by Veteran Status for the Civilian Population 18 Years and Over.

*U.S. Census Bureau 2010-2012 ACS 3-Year Estimate (B21001), Veteran Status Includes Men and Women.

⁵ U.S. Census Bureau, 2012 ACS 1-Year Estimates (B21001), Sex by Age by Veteran Status for Civilian Population 18 years and Over (selected for Los Angeles); retrieved from <http://factfinder2.census.gov>.

⁶ U.S. Census Bureau, 2012 ACS 1-Year Estimates (B21001), Sex by Age by Veteran Status for Civilian Population 18 years and Over (selected for California); retrieved from <http://factfinder2.census.gov>.

⁷ U.S. Census Bureau, 2012 ACS 1-Year Estimates (B21001), Sex by Age by Veteran Status for Civilian Population 18 years and Over (selected for United States); retrieved from <http://factfinder2.census.gov>.

⁸ California Department of Veterans Affairs 2014 Women Veterans Fact Sheet. www.calvet.ca.gov/WomenVets/

⁹ U.S. Census Bureau, 2010-2012 ACS 3-Year Estimates (B21001), Sex by Age by Veteran Status for the Civilian Population 18 Years and Over: S21001B for African Americans Alone; B21001D for Asian Americans Alone; B21001I for Hispanic or Latino; B21001H for White Alone, Not Hispanic or Latino.

The percentage of African American and white veterans in Los Angeles, male and female, is higher than in the non-veteran population, while the percentage of Latinos and Asian Americans in the veteran population is lower than in the non-veteran population.

Ethnic Distribution of Female and Male Veteran Population in California¹⁰

	Female veterans (Total: 129,346)	Female non- veteran population (Total: 14,465,619)	Male veterans (Total: 1,728,402)	Male non- veteran population (Total: 12,339,952)
% African American	12%	6%	9%	6%
% Asian American	5%	15%	5%	15%
% Latina/o	17%	33%	14%	38%
% White	61%	43%	69%	40%
% Other	5%	3%	3%	1%

Source: U.S. Census Bureau, 2012 ACS 1-Year Est. Percentages derived from numbers in Table B2100: Sex by Age by Veteran Status for the Civilian Population 18 Years and Over.

The ethnic distribution of the veteran population of California is similar to that of Los Angeles: African Americans and whites are a greater proportion of the veteran population than the non-veteran population; Asian Americans and Latinos are a smaller proportion than the non-veteran population.

Ethnic Distribution of Female and Male Veteran Population in the U.S.¹¹

	Female veterans (Total: 1,613,231)	Female non- veteran population (Total: 121,719,067)	Male veterans (Total: 19,617,634)	Male non- veteran population (Total: 96,228,836)
% African American	20%	12%	11%	12%
% Asian American	2%	5%	1%	6%
% Latina/o	8%	14%	6%	17%
% White	67%	66%	81%	63%
% Other	3%	3%	1%	2%

Source: U.S. Census Bureau, 2012 ACS 1-Year Est. Percentages derived from numbers in Table B2100: Sex by Age by Veteran Status for the Civilian Population 18 Years and Over.

In the nation's veteran population, the percentage of African-American women is higher than in the non-veteran population (20% to 12%), but the percentage of African-American men veterans is about the same as non-veterans (11% to 12%).

¹⁰ U.S. Census Bureau, 2010-2012 ACS 3-Year Estimates (B21001) *Sex by Age by Veteran Status for the Civilian Population 18 Years and Over*: S21001B for African American Alone; B21001D for Asian Alone; B21001I for Hispanic or Latino, B21001H for White Alone, Not Hispanic or Latino.

¹¹ U.S. Census Bureau, 2010-2012 ACS 3-Year Estimates (B21001) *Sex by Age by Veteran Status for the Civilian Population 18 Years and Over*: S21001B for African American Alone; B21001D for Asian Alone; B21001I for Hispanic or Latino, B21001H for White Alone, Not Hispanic or Latino.

Sexual Orientation

A 2010 study estimated that more than 40% of gay, lesbian and bisexual active-duty U.S. personnel were women.¹² In 2011, the U.S. Armed Forces' "Don't Ask, Don't Tell" policy was repealed. It is generally believed that veterans still underreport sexual orientation and gender identity, and the Veterans Administration does not currently have a system in place to track LGBT veterans. However, a picture is emerging of LGB presence in the U.S. military.¹³

According to estimates provided by the U.S. Under Secretary for Health, there are approximately one million LGB veterans in the United States, with an additional 71,000 LGB individuals serving in active-duty military, U.S. Reserves and National Guard.¹⁴ The latest statewide research available comes from 2004; according to that estimate, California ranked first nationally as the state that was home to the greatest number of gay and lesbian veterans: 136,821.¹⁵

In the current population of active-duty service members, it is conservatively estimated that 2.9% of active-duty women identify as lesbian or bisexual, compared with 0.6% of active-duty men who identify as gay or bisexual.¹⁶

ANALYSIS: Compared with male veterans in Los Angeles, female veterans are younger and more diverse, with the majority being women of color. Given the challenges many women face in attaining education and economic equity — especially young women and women of color — female veterans may need different services to help them transition to civilian life.

¹² Gates, G.J. "Lesbian, Gay, and Bisexual Men and Women in the U.S. Military: Updated Estimates," The Williams Institute, 2010. www.law.ucla.edu/williamsinstitute

¹³ "Better Serving Those Who Serve: California's LGBT Veterans Speak Out." California Department of Veterans Affairs, LGBT Veterans Leadership Forum. Sept. 26-27, 2014. Requested by the California Department of Veterans Affairs, Minority Affairs Division. (June 2015) www.library.ca.gov/crb/15/WhitePaper.pdf

¹⁴ "Guidance Regarding the Provision of Health Care for Lesbian, Gay and Bisexual Veterans," Under Secretary for Health's Information Letter (IL 10-2014-14). July 1, 2014. www.va.gov/vhapublications/

¹⁵ Gates, G.J. "Gay Men and Lesbians in the U.S. Military: Estimates from Census," The Urban Institute (2004), p. 18.

¹⁶ "Guidance Regarding the Provision of Health Care for Lesbian, Gay and Bisexual Veterans," Under Secretary for Health's Information Letter (IL 10-2014-14). July 1, 2014. www.va.gov/vhapublications/

Veterans' Educational Attainment

KEY FINDING: Los Angeles veterans are better educated at every level compared with non-veterans within the City. Only 7% of L.A.'s veterans have less than a high school education compared with 25% of the non-veteran population.

Comparing the Educational Attainment of Veterans vs. Non-Veterans
in Los Angeles, California and the United States

	Los Angeles ¹⁷		California ¹⁸		United States ¹⁹	
	Veteran pop. (Total: 106,400)	Non-vet pop. (Total: 2,455,493)	Veteran pop. (Total: 1,826,578)	Non-vet pop. (Total: 22,876,799)	Veteran pop. (Total: 20,906,634)	Non-vet pop. (Total: 187,196,707)
Less than H.S. degree	7%	25%	6%	20%	7%	14%
H.S. graduate or equivalent	23%	20%	21%	21%	29%	28%
Some college or associate's degree	39%	23%	43%	29%	37%	28%
Bachelor's degree or higher	32%	31%	31%	31%	27%	29%

Note: These numbers are not disaggregated by gender.

Source: U.S. Census 2012 ACS 1-Year Estimates (Table B21003).

Seventy-one percent of L.A. veterans have attended some college or earned a degree, compared with 54% of the non-veteran L.A. population 25 years and older.

Council District Highlight: Based on five-year data over the period of 2008-2012, Council District 5 (West L.A., Inland) has the highest percentage of veterans with a minimum of a bachelor's degree (59%); Council District 9 (Southeast L.A.) has the most veterans without a high school degree (17%). (Appendix B)

¹⁷ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (B21003) *Veteran Status by Educational Attainment for the Civilian Population 25 Years and Over*, selected for Los Angeles. Retrieved from <http://factfinder2.census.gov>.

¹⁸ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (B21003) *Veteran Status by Educational Attainment for the Civilian Population 25 Years and Over*, selected for California. Retrieved from <http://factfinder2.census.gov>.

¹⁹ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (B21003) *Veteran Status by Educational Attainment for the Civilian Population 25 Years and Over*, selected for the United States. Retrieved from <http://factfinder2.census.gov>.

The percentage of veterans with less than a high school degree is significantly less than non-veterans in Los Angeles, California and the United States. Similarly, the percentage of veterans with some college (including a 4-year degree or higher) is greater than for non-veterans.

Little research currently exists on the educational attainment of women veterans at the national or city level. More gendered research is needed to determine the effect of educational attainment on Los Angeles' female veterans.

A 2013 survey provides some information on the education of women veterans in the state of California.

Female Veterans in Los Angeles are Better Educated Than Other Women
in Los Angeles and California²⁰

	California women veterans	All California women (25 years & older)	All L.A. women (25 years & older)
Less than H.S. degree	5%	18%	25%
H.S. graduate or equivalent	50%	42%	38%
Associate's degree	13%	9%	6%
Bachelor's degree or higher	21%	20%	21%
Post-baccalaureate degree	12%	11%	10%

Source: U.S. Census Bureau (2012 ACS PUMS data for veterans), 2012 ACS 1-Year Estimates. Table S1501 for all women in California and in Los Angeles.

California's women veterans tend to be better educated than non-veterans. Only 5% have less than a high school degree, compared with 18% of all California women and 25% of all L.A. women. In addition, 46% of California's women veterans have a higher-education degree, compared with 40% of all California women and 37% of all L.A. women.

ANALYSIS: More veterans are earning higher-education degrees when compared with non-veterans — and that includes female veterans. More gendered data are needed to illustrate the educational attainment of female veterans in Los Angeles. For instance, educational retention rates among women veterans should be explored to determine what barriers might be preventing them from completing various levels of education.

²⁰ Buttice, M (2014). *California's Women Veterans Responses to the 2013 Survey*, Figure A2 (Data derived from the U.S. Census Bureau 2012 ACS 1-Year Estimate Public Use Microdata Sample). www.library.ca.gov/CRBReports.html

Employment, Occupations and Earnings

KEY FINDING: Employed female veterans in Los Angeles earned a median income more than \$9,000 greater than non-veteran females in 2012. However, the unemployment rate for all veterans in Los Angeles, both female and male, was 16%, compared with 12% of non-veterans.

Employment

Nationwide, the unemployment rate of veterans is slightly less than that of non-veterans,²¹ but that is not the case in the City of Los Angeles.

Unemployment Rate of Veterans in Los Angeles is Greater Than for Non-Veterans

	% of veteran labor force unemployed (females + males)	% non-veteran labor force unemployed (females + males)
Los Angeles	16%	12%
Chicago	13%	13%
New York City	12%	11%
Houston	10%	10%
United States	8%	9%

Source: U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table S2101).

The unemployment rate for Los Angeles' veterans is higher than Chicago, New York and Houston, which all have similar rates of unemployment in their veteran and non-veteran populations.

In June 2014, the City of Los Angeles launched a regional veterans hiring initiative called "10,000 Strong" aimed at getting 10,000 veterans jobs by 2017. The initiative brings together private companies, as well as nonprofit and public-sector partners, to offer supportive services or jobs for veterans. As of July 2015, the initiative had placed nearly 5,000 veterans in jobs, 678 of whom were women.²²

Council District Highlight: In the majority of council districts, the unemployment rate of all veterans is higher than that of non-veterans. However, in Council Districts 5 (West L.A., Inland), 6 (Central San Fernando Valley), 10 (Mid-City/Baldwin Hills Area) and 15 (Harbor Area), veterans are employed at a higher rate than non-veterans. The highest unemployment rates of veterans are 23% in Council District 13 (Hollywood Area) and 20% in Council District 14 (Downtown, East/Northeast L.A.), while the lowest unemployment rate is 6% in Council District 5 (West L.A., Inland). (Appendix C)

Little research currently exists on the employment rates of female veterans in Los Angeles, and state numbers are based on a sample of volunteer participants and may be unrepresentative. Data are available, however, on the employment rates of female veterans in the United States.

²¹ U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table S2101) *Veteran Status by Employment*. <http://factfinder2.census.gov>

²² Mayor's Office of Veterans Affairs, City of Los Angeles.

Unemployment Rates of U.S. Veterans and Non-Veterans 18 Years and Older²³

	2014	2013	2012		2014	2013	2012
Female veterans	6.0%	6.9%	8.3%	Women non-veterans	5.9%	6.8%	7.7%
Male veterans	5.2%	6.5%	6.9%	Men non-veterans	6.2%	7.5%	8.1%
Total veterans	5.3%	6.6%	7%	Total non-veterans	6.0%	7.2%	7.9%

Source: Bureau of Labor Statistics.

Among all U.S. veterans, females have a greater unemployment rate than males (6% to 5.2% in 2014). Female veterans had a greater unemployment rate than male veterans the previous two years, 2012-2013, as well.

Nationally, women veterans are slightly more likely to be unemployed than women non-veterans. This is not true for male veterans, who are less likely to be unemployed than male non-veterans.

Occupations

The U.S. Department of Veterans Affairs published a Women Veterans Profile in 2013, which distinguished the occupations of female veterans from those of male veterans. The report shows that the percentage of employed female veterans working in management and professional occupations is higher than that of employed non-veteran females, while a lower percentage of female veterans work in service occupations than female non-veterans.

Percentage of Employed U.S. Women by Occupation²⁴

Occupation	Female veterans	Female non-veterans
Management/professional	49%	40%
Sales/office	29%	32%
Service	15%	22%
Production/transportation	6%	6%
All other	2%	1%

Source: U.S. Census Bureau, 2011 American Community Survey 1-Year Estimates.

Earnings

On average, employed veterans have a higher median income than employed non-veterans.²⁵ The annual median salary of women veterans is greater than the annual median salary of women non-veterans; the same is true for men.

²³ Bureau of Labor Statistics. Economic News Release, Employment Situation of Veterans 2013 and 2014 Summary Tables 2C. Employment status of women 18 years and over by veteran status, age, and period of service, 2013 and 2014 annual averages. www.bls.gov/news.release/vet.a.htm

²⁴ U.S. Department of Veterans Affairs: Women Veteran Profile, February 2013 (p. 15). Data taken from U.S. Census Bureau, American Community Survey PUMS, 2011 Prepared by the National Center for Veterans Analysis and Statistics. Retrieved from www.va.gov/Women_Veteran_Profile5.

Median Income of Veterans (18-plus years) Compared With Non-Veterans in Selected Cities

	Female veterans median income	Male veterans median income	Female non-veterans median income	Male non-veterans median income
Los Angeles	\$28,863	\$34,692	\$19,763	\$24,850
Chicago	\$27,673	\$29,683	\$21,889	\$29,081
New York City	\$36,776	\$36,547	\$23,177	\$31,362
Houston	\$30,247	\$36,377	\$19,939	\$26,220
United States	\$30,929	\$36,672	\$21,071	\$31,586

Source: U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table S2101).

In Los Angeles, employed female veterans not only make less than male veterans, they also make less than the national median income for employed U.S. female veterans. This is a particular problem given the higher cost of living in Los Angeles compared to the U.S. average cost of living and the cost of living in comparably sized cities. In addition, Metro Los Angeles (Los Angeles, Riverside and Orange Counties) ranks second nationally in terms of highest consumer costs, behind only New York City.²⁶

Gender Wage Gaps for Veteran and Non-Veteran Populations (As a Ratio of Female-to-Male Earnings)

	Gender wage gap for veterans	Gender wage gap for non-veterans
Los Angeles	\$0.83	\$0.80
Chicago	\$0.93	\$0.75
New York City	\$1.00	\$0.74
Houston	\$0.83	\$0.76
United States	\$0.84	\$0.67

Note: These wage gaps are based on annualized median salaries for the civilian populations 18 years and older who have income.

Source: U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table S2101).

As the table above illustrates, the gender wage gap is narrower for the veteran population than for the non-veteran population, both in Los Angeles and in the nation as a whole, although L.A.'s gender wage gap is larger than New York City and Chicago.²⁷

ANALYSIS: Military service provides real opportunities for economic success, and the narrower gender wage gap among veterans is encouraging. However, with veterans in general earning a greater number of higher-education degrees (and earning greater median salaries when employed) than non-veterans, it's notable that — from the gendered statewide data available — female veterans are still struggling with higher unemployment rates than male veterans. This disconnect warrants further investigation.

²⁵ U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table S2101) *Veteran Status*. <http://factfinder2.census.gov>

²⁶ U.S. Bureau of Labor Statistics. Retrieved at www.bls.gov.

²⁷ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Wage gap calculated from median salaries given in Table S2101: *Veteran Status*.

Disabilities and Trauma

KEY FINDING: Fourteen percent of all female veterans sustained a disability during their time serving in the U.S. Armed Forces. Even more women, 20%, reported experiencing Military Sexual Trauma in a 2010 report. In Los Angeles County, 60% of female veterans who served after Sept. 11, 2001, report experiencing sexual harassment, compared with 6% of male veterans. Thirty-eight percent of L.A. County's female veterans report experiencing sexual assault, compared with 3% of L.A. County's male veterans.

Disabilities

Veterans in the United States are far more likely to have disabilities than non-veterans.

Greater Rate of Disability Among Veterans Than Non-Veterans²⁸

	% veteran population (18 years and older) with a disability	% non-veteran population (18 years and older) with a disability
Los Angeles	28%	11%
Chicago	26%	13%
New York City	26%	12%
Houston	26%	12%
United States	27%	14%

Source: U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table S2101).

In Los Angeles, 17% of the veteran population between 18-64 years of age suffers from a disability, while only 7% of the non-veteran population does. Above the age of 65 years, 38-39% of both veterans and non-veterans in Los Angeles suffer a disability. Over a third of those veterans (36%) who are ages 18-64 with disabilities have an income below the poverty level.²⁹

The Bureau of Labor Statistics reports that 15% of all employed veterans 18 years and over suffered a disability that occurred or was aggravated during active military service. As the table below illustrates, 24% of all U.S. veterans who served since 1990 sustained a service-connected disability.

Percentage of U.S. Veterans With a Service-Connected Disability³⁰

Service Period	Overall (Total: 21,359)	Women (Total: 2,228)	Men (Total: 19,131)
Gulf War eras (1990-present)	24%	24%	24%
WW II, Korean War, Vietnam eras	14%	3%	14%
All other service periods (pre-WWII and peace times)	8%	5%	8%
TOTAL	15%	14%	15%

Source: Bureau of Labor Statistics, 2013.

²⁸ U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table S2101), *Veteran Status*. <http://factfinder2.census.gov>

²⁹ U.S. Census Bureau, 2012 ACS 1-Year Estimates (C21007), *Age by Veteran Status by Poverty Status in the Past 12 Months by Disability Status for the Civilian Population 18 Years and Over*. <http://factfinder2.census.gov>

³⁰ Bureau of Labor Statistics, Economic News Release. Table 7. *Employed Persons 18 Years and Over by Veteran Status, Presence of Service-Connected Disability, Period of Service, and Class of Worker*. August 2013. www.bls.gov/news.release/vet.t07.htm

In 2009, a Bureau of Labor Statistics report revealed that 71% of disabled veterans who served since August 1990 were employed, compared with 82% of veterans without a disability related to their military service.³¹ These figures include the 14% of all U.S. female veterans who re-entered civilian life with a service-related disability.

Military Sexual Trauma

According to a 2012 report released by the U.S. Department of Defense, there were almost 30,000 sexual assaults reported in the military in 2011.³² Women are disproportionately affected by Military Sexual Trauma (MST)³³; approximately 1 in 5 women, compared with 1 in 100 men, in the military reported MST in a 2010 report.³⁴

Military Sexual Trauma Takes Different Forms

Rape	Aggravated Sexual Assault/Sexual Assault ³⁵	Aggravated Sexual Contact ³⁶	Abusive and Wrongful Sexual Contact ³⁷	Nonconsensual Sodomy ³⁸
27%	28%	4%	35%	6%

Source: U.S. Department of Defense.

Studies of the long-term effects of MST on the lives of women show that MST is more likely to lead to Post-Traumatic Stress Disorder (PTSD) among female veterans than any other military or civilian traumatic event, including combat exposure.³⁹ More than 39% of U.S. homeless female veterans have reported MST.⁴⁰

³¹ Bureau of Labor Statistics Spotlight on Statistics: *Employment Situation of Veterans*. Data cited from 2009 *Current Population Survey, Veterans Supplement*. (2010) www.bls.gov/spotlight

³² Department of Defense. (2012) Department of Defense Annual Sexual Assault in the Military, Sexual Assault Prevention and Response. Statistics retrieved from www.calvet.ca.gov/Women.

³³ Note: Military sexual trauma, or MST, is the term used by the Department of Veterans Affairs (VA) to refer to experiences of sexual assault or repeated, threatening sexual harassment that a veteran experienced during his or her military service. See federal law for more details: Title 38, U.S. Code 1720D.

³⁴ Department of Veterans Affairs. (2010). *Military Sexual Trauma*. www.mentalhealth.va.gov/docs/MilitarySexualTrauma-new.pdf

³⁵ Note: Sexual assault is defined by the U.S. Department of Defense as intentional sexual contact, characterized by use of force, physical threat or abuse of authority, or when the victim does not, or cannot, consent.

³⁶ Note: Aggravated sexual contact is defined by the U.S. Department of Defense as touching, or causing another person to touch, either directly or through the clothing, the genitalia, anus, groin, breast, inner thigh or buttocks of any person, with an intent to abuse, humiliate or degrade any person. Any person subject to this charge who commits or causes sexual contact upon or by another person, if to do so would violate subsection (A) (rape) had the sexual contact been a sexual act, is guilty of aggravated sexual contact.

³⁷ Note: Abusive sexual contact is defined by the U.S. Department of Defense as touching, or causing another person to touch, either directly or through the clothing, the genitalia, anus, groin, breast, inner thigh or buttocks of any person, with an intent to abuse, humiliate or degrade any person. Any person subject to this charge who commits or causes sexual contact upon or by another person, if to do so would violate subsection (B) (sexual assault) had the sexual contact been a sexual act, is guilty of abusive sexual contact.

³⁸ Note: Nonconsensual sodomy is defined by the U.S. Department of Defense as oral or anal sex without consent.

³⁹ Department of Veterans Affairs, Office of Inspector General. (2012). Inpatient and Residential Programs for Female Veterans with Mental Health Conditions Related to Military Sexual Trauma. Information retrieved from www.calvet.ca.gov/Women.

⁴⁰ Service Women Action Network (2012). Rape, Sexual Assault and Sexual Harassment in the Military Quick Facts. Retrieved from <http://servicewomen.org/wp-content/uploads/2012/10/Final-RSASH-10.8.2012.pdf>.

As the table below shows, a recent study of Los Angeles County veterans found that reports of MST were five to 10 times greater for women than for men.

Los Angeles County Veterans who Report Experiencing MST⁴¹

	% Reporting Sexual Harassment	% Reporting Sexual Assault
Females		
Pre-9/11 (Total=73)	66%	57%
Post-9/11 (Total=106)	60%	38%
Males		
Pre-9/11 (Total=598)	11%	6%
Post-9/11 (Total=409)	6%	3%

Source: *The Los Angeles County Veterans Study, 2014.*

Sixty-six percent of female pre-9/11 veterans and 60% of female post-9/11 veterans reported experiencing sexual harassment while serving in the military compared to 11% and 6% of men, respectively. Fifty-seven percent of pre-9/11 women and 38% of post-9/11 women veterans reported being sexually assaulted, compared with 6% and 3% of men.

LGBT Trauma

According to the latest California Women Veteran Survey, the most commonly reported traumatic experiences of California’s women veterans were feeling retaliated against and receiving physical or sexual threats/harassment based on sexual orientation and/or gender identity.

Seventy-three percent of California’s women veterans reported experiencing sexual harassment and 40% reported sexual assault during their military career. Of those identifying as Lesbian-Gay-Bisexual-Transgender (LGBT), 84% reported experiencing sexual harassment and 46% experienced sexual assault.⁴² Approximately 12% reported experiencing physical or sexual violence as a result of others’ perception of their sexual orientation or gender identity.⁴³

Overall, about 50% of LGBT respondents identified at least one of the experiences resulting from perceptions of their sexual orientation or gender identity and 38% identified at least one associated with others’ knowledge of their sexual orientation or gender identity. Almost 15% reported that they believed a promotion had been withheld because others perceived them to be LGBT. Eight percent of those respondents identifying as LGBT reported being discharged for violating the “Don’t Ask, Don’t Tell” policy or its predecessors.⁴⁴

⁴¹ Castro C; Kintzle S; Hassan A., *The State of the American Veteran: The Los Angeles County Veterans Study*, Center for Innovation and Research on Veterans & Military Families, USC School of Social Work, University of Southern California (June 6, 2014). http://cir.usc.edu/wp-content/uploads/2013/10/USC010_CIRLAVetReport_FPpgs.pdf

⁴² California Research Bureau Short Subjects, Women Veteran Series. California State Library (April 2014). *Military Sexual Trauma: 2013 California Women Veteran Survey*. www.library.ca.gov/crb

⁴³ Buttice, M. (2014). *California Women Veterans Responses to the 2013 Survey*. (CRB) California Commission on the Status of Women and Girls and the California Department of Veterans Affairs, Women Veterans Division. <http://www.library.ca.gov/crb/14/14-002.pdf>

⁴⁴ Ibid.

ANALYSIS: The high rate of female veterans who report experiencing disabilities and trauma seriously impacts female veterans' economic and emotional well-being. Female veterans, especially those who identify as LGBT, are more likely to have "hidden" traumas from their time in service, as illustrated by the data on Military Sexual Trauma (MST) cases. Further study is needed to examine the extent to which veterans services are responsive to the unique needs of these women veterans who experience MST. A similar analysis should be conducted to determine what support is available for LGBT veterans.

Poverty & Homelessness

KEY FINDING: A much smaller percentage of veterans live in poverty than non-veterans (10% to 21% in Los Angeles). However, the percentage of veterans in the homeless population is much higher than the percentage of veterans in the general population (11% to 4% in Los Angeles). The City of Los Angeles has permanently housed 3,960 veterans since January 2014, more than the City has ever housed. Yet 2,733 veterans remain homeless in 2015 — up from 2,584 in 2013. Further research is needed to understand how these investments in housing homeless veterans are being outpaced by the growth of the homeless veterans population overall.

Poverty Among Veterans

A smaller percentage of veterans than non-veterans live in poverty, both in Los Angeles and in other large-population cities within the United States, due in part to the higher levels of educational attainment among veterans compared with non-veterans — as noted earlier in this report.

A Smaller Percentage of the Veteran Population Lives in Poverty than Non-Veterans⁴⁵

	% of veteran population that live in poverty	% of non-veteran population that live in poverty
Los Angeles	10%	21%
Chicago	14%	21%
New York City	10%	19%
Houston	10%	20%
United States	7%	15%

Source: U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table S2101).

Ten percent of L.A.'s veterans live in poverty. Of that population, 17% are under the age of 35; 20% are between the ages of 35 and 55; and 62% are over the age of 65 years.⁴⁶

Homeless Veterans

Veterans make up a disproportionately large percentage of the homeless population nationwide. The total veteran population of the United States, including Puerto Rico, as of Sept. 30, 2013, reached nearly 22 million, representing 7% of the total population. However, 12% (57,849) of the national homeless population is estimated to be veterans.⁴⁷ In Los Angeles, nearly 4% of the population identify as veterans, while 11% of the homeless population are veterans.⁴⁸

⁴⁵ U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table S2101) *Veteran Status*. <http://factfinder2.census.gov>

⁴⁶ Ibid. Derived from data in Table B21007: *Age by Veteran Status by Poverty Status in the Past 12 Months by Disability Status for the Civilian Population 18 Years and Older*.

⁴⁷ Department of Housing and Urban Development, Annual Homeless Assessment Report (AHAR) to U.S. Congress, 2013.

⁴⁸ 2015 Greater Los Angeles Homeless Count: 2013 Overall Results for the City of Los Angeles and City Council Districts (March 2015).

Since 2005, the Los Angeles Homeless Services Authority (LAHSA), a joint City-County agency, has conducted a point-in-time biannual count to provide a snapshot of L.A.'s homeless on one day. The first count to take place after the national recession of 2007-2009⁴⁹ was in January 2011; since then, the rate of homelessness in Los Angeles has increased in every biannual count.

Homeless Female Veterans in the City of Los Angeles ⁵⁰

	2015	2013	2011
Number of female homeless veterans	218	146	N/A
Number of homeless veterans	2,733	2,584	3,267
Number of total homeless (veterans + non-veterans)	25,686	22,992	21,047

Source: Los Angeles Homeless Services Authority.

The 2015 LAHSA homeless count showed a 6% increase in the total rate of homeless veterans, male and female, as compared to the 2013 count, but a 49% increase in the rate of female homeless veterans.⁵¹ It should be noted that the LAHSA homeless count only began counting female homeless veterans in 2013.

More L.A. Female Homeless Veterans are Unsheltered than Sheltered⁵²

	Los Angeles
Homeless veterans	2,733
Female veterans	218
Total unsheltered	1,818
Female veterans	123
Sheltered	915
Female veterans	95

Source: Los Angeles Homeless Services Authority, 2015 Greater L.A. Homeless Count.

Overall, in the City of Los Angeles, 56% of L.A.'s homeless female veterans were unsheltered in the 2015 LAHSA count. The 123 unsheltered female veterans in the 2015 count represent a 32% increase compared with 93 unsheltered female veterans in the 2013 count.⁵³ Sixty-seven percent of all male homeless veterans counted in 2015 were unsheltered.

⁴⁹ The timeframe of the national recession of 2007-2009 has been defined by National Bureau of Economic Research and is used by the U.S. Bureau of Labor Statistics.

http://www.bls.gov/spotlight/2012/recession/pdf/recession_bls_spotlight.pdf

⁵⁰ 2015 Greater Los Angeles Homeless Count. Key Findings: Homelessness by Subpopulation for 2011, 2013, 2015 data; 2011 Greater Los Angeles Homeless Count Report, City of Los Angeles Results, Homeless Subpopulation Data, 2009-2011 (Figure 15 and Table 2).

⁵¹ 2015 Greater Los Angeles Homeless Count. Homeless Populations and Subpopulations Data Summaries (March 2015).

⁵² Ibid.

⁵³ Ibid.

The California Department of Veterans Affairs divides the state into metropolitan-based “Continuums of Care” to better track homeless services. The City of Los Angeles is part of the Greater Los Angeles Continuum of Care,⁵⁴ which has the second-highest percentage of unsheltered homeless veterans (77%) statewide.⁵⁵

Total of All L.A. Homeless Veterans (2005-2015)

Year	Total sheltered	Total unsheltered	Total count (sheltered and unsheltered)
2005	1,495	7,556	9,051
2007	1,168	3,817	4,985
2009	1,181	1,711	2,892
2011	2,027	1,795	3,822
2013	898	1,686	2,584
2015	915	1,818	2,733

Source: Los Angeles Homeless Services Authority, 2005-2015 Greater L.A. Homeless Counts.

Looking back over the past decade provides some context for the current snapshot of homeless veterans in Los Angeles. The 2015 tally of homeless veterans is considerably lower than the 2005 total, a decrease of 6,318.

Between January 2014 and May 2015, the Office of Los Angeles Mayor Eric Garcetti partnered with organizations such as United Way Home for Good, L.A. County, the Housing Authority of the City of Los Angeles and other groups to provide permanent housing for 3,960 veterans.⁵⁶

Housing Instability

According to a report from the National Housing Conference and the Center for Housing Policy, there are multiple factors that contribute to housing instability and homelessness among female veterans.⁵⁷ For a variety of reasons, women who served in the military may be reluctant to seek assistance through veterans’ programs. Their physical safety and psychological well-being, as well as their family status, often require a different housing approach than those afforded by housing options created to meet the needs of male veterans. As a result, compared with male veterans, female veterans may have more limited access to appropriate housing and services, and service providers may find it challenging to reach the female veterans who need assistance.⁵⁸

⁵⁴ The Greater L.A. Continuum of Care includes all of L.A. County, except Glendale, Pasadena and Long Beach.

⁵⁵ California Department of Veterans Affairs, Women Veterans: 2014 Women Veterans Fact Sheet. www.calvet.ca.gov/WomenVets/ (The San Jose/Santa Clara City and County CoC has the highest percentage of unsheltered homeless veterans, at 81%.)

⁵⁶ United Way of Greater Los Angeles’ Home for Good monthly reporting. Data compiled from the Veterans Affairs Administration, Housing Authority of the City of Los Angeles, U.S. Department of Urban Development and United Way of Greater Los Angeles.

⁵⁷ Sturtevant, L; Brennan, M; Viveiros, J; Handelman, E, *Housing and Services Needs of Our Changing Veteran Population*, National Housing Conference and Center for Housing Policy (June 2015).

http://www.nhc.org/VeteransHousingReport_final.pdf

⁵⁸ Ibid.

The most recent Los Angeles County Veterans Study revealed that 28% of pre-9/11 veterans, and 15% of post-9/11 veterans, reported being homeless in the past year. Many more reported a living arrangement that was temporary — staying with family members, friends or at hotels. Thirty percent of pre-9/11 and 21% of post-9/11 veterans reported unstable living arrangements in the past year.⁵⁹

ANALYSIS: In Los Angeles, the percentage of homeless female veterans is proportional to the size of the female veteran population; however, the majority of homeless female veterans are living unsheltered on the streets. More research is needed to identify to what extent the availability — and quality — of physical and mental healthcare options affects the stability and financial security of L.A.'s veterans, particularly its female veterans. Further research is also needed to determine the barriers that female veterans experience when attempting to access the multiple systems of care available to them in Los Angeles.

⁵⁹ Castro C; Kintzle S; Hassan A., *The State of the American Veteran: The Los Angeles County Veterans Study*, Center for Innovation and Research on Veterans & Military Families, USC School of Social Work, University of Southern California (June 6, 2014). http://cir.usc.edu/wp-content/uploads/2013/10/USC010_CIRLAVetReport_FPpgs.pdf

APPENDICES

APPENDIX A
Veteran Population by Council District

	Size of population sample	Number of veterans	% veterans in population (females and males)	% veterans who are female
CD 1	173,153	6,044	3%	5%
CD 2	241,014	8,255	3%	8%
CD 3	188,241	8,808	5%	6%
CD 4	218,080	7,889	4%	8%
CD 5	190,817	8,179	4%	5%
CD 6	161,482	4,311	3%	4%
CD 7	195,547	7,552	4%	4%
CD 8	176,970	9,853	6%	7%
CD 9	191,556	2,916	2%	10%
CD 10	177,787	7,228	4%	6%
CD 11	167,988	9,054	5%	4%
CD 12	251,005	14,213	6%	5%
CD 13	159,734	3,980	2%	5%
CD 14	156,159	4,695	3%	5%
CD 15	188,721	9,110	5%	7%
L.A.	2,926,300	111,991	4%	6%
California	27,894,767	1,952,910	7%	7%
U.S.	234,029,580	21,853,912	9%	7%

Source: U.S. Census Bureau, 2008-2012, ACS 5-Year Estimates (Table S2101).

Council District Note: Caution should be used in interpreting the unemployment numbers by council district. District data are obtained by aggregating census zip code tabulation areas, where sample sizes can be quite small and, consequently, disparities in the numbers can be quite large.

Council District Key

CD 1: East/Northeast L.A.	CD 6: Central San Fernando Valley	CD 11: West L.A., Coastal
CD 2: Southeast San Fernando Valley	CD 7: Northeast San Fernando Valley	CD 12: Northwest San Fernando Valley
CD 3: Southwest San Fernando Valley	CD 8: South Central L.A.	CD 13: Hollywood area
CD 4: Mid-City/Hollywood Hills area	CD 9: Southeast L.A.	CD 14: Downtown, East/Northeast L.A.
CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

APPENDIX B

Education Levels Among Los Angeles Veterans by Council District

	Number of veterans	% with less than a high school degree	% with a high school degree or equivalent	% with some college or associate's degree	% with a bachelor's degree or higher
CD 1	5,868	12%	25%	38%	26%
CD 2	8,241	5%	18%	44%	34%
CD 3	8,749	3%	17%	39%	41%
CD 4	7,781	4%	15%	39%	41%
CD 5	8,082	2%	11%	27%	59%
CD 6	4,205	6%	27%	45%	22%
CD 7	7,324	12%	25%	44%	18%
CD 8	9,699	10%	27%	47%	16%
CD 9	2,879	17%	41%	33%	9%
CD 10	7,157	8%	28%	39%	25%
CD 11	9,020	4%	16%	34%	46%
CD 12	14,071	4%	20%	40%	36%
CD 13	3,781	8%	22%	40%	30%
CD 14	4,566	11%	27%	40%	23%
CD 15	9,087	10%	26%	41%	23%
L.A.	110,383	7%	21%	39%	33%
California	1,922,312	6%	21%	42%	31%
U.S.	21,535,643	8%	30%	36%	26%

Note: The percentages in these rows do not all add to 100%, due to rounding.

Source: Source: U.S. Census Bureau, 2008-2012, ACS 5-Year Estimates (Table B21003).

Council District Key

CD 1: East/Northeast L.A.	CD 6: Central San Fernando Valley	CD 11: West L.A., Coastal
CD 2: Southeast San Fernando Valley	CD 7: Northeast San Fernando Valley	CD 12: Northwest San Fernando Valley
CD 3: Southwest San Fernando Valley	CD 8: South Central L.A.	CD 13: Hollywood area
CD 4: Mid-City/Hollywood Hills area	CD 9: Southeast L.A.	CD 14: Downtown, East/Northeast L.A.
CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

APPENDIX C
Veterans' Employment by Council District

	Number of veterans in labor force	Veteran unemployment rate	Non-veteran unemployment rate
CD 1	2,747	12%	11%
CD 2	3,484	15%	12%
CD 3	3,002	10%	9%
CD 4	2,958	11%	8%
CD 5	2,146	6%	9%
CD 6	1,788	12%	12%
CD 7	3,043	14%	12%
CD 8	3,198	13%	14%
CD 9	1,220	17%	13%
CD 10	2,509	8%	12%
CD 11	2,734	8%	8%
CD 12	5,331	14%	8%
CD 13	1,663	23%	13%
CD 14	1,839	20%	14%
CD 15	3,666	10%	12%
L.A.	42,089	13%	11%
California	814,930	10%	11%
U.S.	9,554,666	8%	9%

Source: U.S. Census Bureau, 2008-2012, ACS 5-Year Estimates (Table S2101).

Council District Key

CD 1: East/Northeast L.A.	CD 6: Central San Fernando Valley	CD 11: West L.A., Coastal
CD 2: Southeast San Fernando Valley	CD 7: Northeast San Fernando Valley	CD 12: Northwest San Fernando Valley
CD 3: Southwest San Fernando Valley	CD 8: South Central L.A.	CD 13: Hollywood area
CD 4: Mid-City/Hollywood Hills area	CD 9: Southeast L.A.	CD 14: Downtown, East/Northeast L.A.
CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

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Mount Saint Mary's University

Ann McElaney-Johnson, PhD,
President

Eleanor Siebert, PhD,
Professor Emerita, Lead Researcher

Jackie Filla, PhD,
Assistant Professor, Department of History and Political Science, Researcher

Kimberly Kenny,
Associate Vice President for Institutional Advancement

Phillip Jordan,
Manager of Communications and Marketing

Piper Murakami,
Design

Joan Cashion,
Proofing

City of Los Angeles

Mayor Eric Garcetti

First Lady Amy Elaine Wakeland

Ana Guerrero,
Chief of Staff, Mayor's Office

Matt Szabo,
Deputy Mayor for Budget & Innovation

Vicki Curry,
Associate Director of Communications, Mayor's Office

Araceli Campos,
President, Commission on the Status of Women

Farrah Parker,
Executive Director, Commission on the Status of Women

Jill Scoggins Noland,
Executive Officer, Mayor's Office of Economic Development

Saira Gandhi,
Executive Officer, Mayor's Office of City Services

Melinda Grodsky,
Assistant to the Deputy Mayor for Budget & Innovation

Helen Rigg,
Policy Analyst, Mayor's Office of Budget & Innovation

Joseph Chicas,
Veterans Affairs Coordinator, Mayor's Office of Economic Development

Jessica Reynaga,
Graduate Intern, Mayor's Office of Economic Development

Amy Lewis,
Graduate Intern, Mayor's Office of Economic Development

Jeremiah Attermann,
Graduate Intern, Mayor's Office of Economic Development

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. Weekend, evening and graduate programs are offered to both women and men. Mount alums are engaged, active, global citizens who use their knowledge and skills to better themselves, their communities and the world. www.msmu.edu

About the City of Los Angeles Commission on the Status of Women

The City of Los Angeles Commission on the Status of Women (CSW) was established through an ordinance passed by Mayor Tom Bradley and the Los Angeles City Council in 1975. The CSW's mandate is to advance the general welfare of women and girls in the Los Angeles community and to ensure that all women have full and equal participation in City government. The CSW is part of the Housing + Community Investment Department (HCID) and plays an integral role in HCID's mandate to strengthen communities. In 2015, the CSW proudly celebrates its 40th year in service. www.lawoman.lacity.org

The Report on the Status of Women and Girls in the City of Los Angeles is available online at www.lamayor.org/statusofwomen and www.msmu.edu/statusofwomen.

The City of Los Angeles

THE REPORT ON THE STATUS OF WOMEN AND GIRLS

Part 4: Education and Workforce Development

The fourth part in a five-part report.
Funded by the Los Angeles City Commission
on the Status of Women, and prepared
by Mount Saint Mary's University.



The Report on the Status of Women and Girls in the City of Los Angeles

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Part 4: Education and Workforce Development

Part IV of this report explores the intersection of workforce development and education for women and the factors that need to be in place to create a healthy, sustainable and fair economy for Los Angeles and its residents. An educated, skilled workforce is a major component of a thriving economy; likewise, reliable public transportation, a living wage and a broad offering of prospective jobs are essential to attract and retain talent.

A major portion of this part of the report is dedicated to exploring the educational requirements for obtaining reliable and high-paying jobs. In Los Angeles, the unemployment rate for residents without a high school degree is 10%; that rate drops to 7% for both women and men who earn bachelor's degrees. Within the City, however, a quarter of all women have not completed high school, and two-thirds of all women do not have a four-year college degree.¹

The importance of an education in obtaining and retaining employment is well documented: the percentage of annual job openings for people in California holding a high school diploma or equivalent is greater than for those who have less than a high school education (38% and 33%, respectively).² Women holding a bachelor's degree can earn two to three times more than women with less than a high school education.³

For those without advanced degrees, this part of the report also examines topics such as earnings for minimum-wage earners, reliable transportation options and job-placement programs.

¹U.S. Census Bureau, 2012 American Community Surveys (ACS) 1-Year Estimate. Table S1501.

²Employment Development Department, State of California Labor Market Information, September 2012.

³See for example: Salary information from the California Employment Development Department. www.labormarketinfo.edd.ca.gov

The Report on the Status of Women and Girls in the City of Los Angeles

Introduction

This Report on the Status of Women and Girls in Los Angeles is a compilation of current research focusing on the issues and trends affecting the women and girls who call Los Angeles home. Its aim is to provide information and to serve as a touchstone for more in-depth evaluations of gender equality throughout Los Angeles that can lead to committed action by the City and its officials, as well as by those working in the nonprofit sector.

This five-part report was commissioned by the City of Los Angeles Commission on the Status of Women and researched by Mount Saint Mary's University. It examines gender equity in these key areas: Demographics; Leadership; L.A.'s Veterans; Education and Workforce Development; and Public Safety.

The report was developed in conjunction with the office of Los Angeles Mayor Eric Garcetti whose "back to basics" agenda is focused on job creation and solving everyday problems for L.A. residents. Mayor Garcetti has established an open data website for the City of Los Angeles, and select data in this report can be incorporated there.

"The growth of Los Angeles' economy is dependent on the strength of our workforce, and this first-of-its-kind report illustrates that job and pay disparity still persist for L.A.'s women. Our women and girls must have the opportunity and education to compete in the job market and participate in the best-paying careers, and this report will help us as we address gender inequality in our city."

– MAYOR ERIC GARCETTI

Funded by the Los Angeles Commission on the Status of Women, and prepared by Mount Saint Mary's University. This is the fourth part in a five-part report on the challenges and opportunities facing women in the City of Los Angeles.



The Methodology What follows is an overview of the methodology used in all five parts of the report.

Databases

This report will present data and evidence on which actions can be based. U.S. Census Bureau data are used throughout the various sections of this report. The 2010 decennial census is designed to track the total population of the nation; however, we have generally used annual American Community Surveys (ACS), which are designed to provide a more timely look at how changes in communities are occurring. (factfinder2.census.gov)

For the ACS, between three and four million households are surveyed each year. ACS data are reported as single-year estimates where the sample population is greater than 65,000; multiyear estimates are used for smaller geographical areas and sample sizes. This report uses the most recently available 2012 ACS 1-Year Estimates wherever possible, and 2008-2012 ACS 5-Year Estimates for smaller samples, including for data specific to L.A. Council Districts.

Queries to other databases used in specific sections include those from the State of California Employment Development Department (edd.ca.gov), the U.S. Department of Labor's Bureau of Labor Statistics (bls.gov), and the L.A. Economic and Workforce Development Department (ewddlacity.com). Please refer to these websites for questions about methodology used in data gathering.

Estimating Council Districts

The U.S. Census Bureau aggregates Zip Code Tabulation Areas (ZCTAs) to represent a census block; in this report, ZCTAs have been aggregated to define the parameters of a Council District. Using a zip code map overlay, a council district has been defined by all zip codes that lie completely within its boundaries, as well as those estimated to fall geographically 50% or more within the district boundary or where the majority of the population within the zip code falls within a district boundary. Double counting of zip code areas has been minimized.⁴ With this approach, the following zip codes were used to define council districts and have been used in gathering data for council districts:

Zip Codes Used to Define Los Angeles City Council Districts

COUNCIL DISTRICT	ZIP CODES
CD 1 East/Northeast L.A.	90006, 90012, 90017, 90031, 90042, 90057, 90065
CD 2 Southeast San Fernando Valley	91401, 91405, 91601, 91602, 91604, 91605, 91606, 91607
CD 3 Southwest San Fernando Valley	91303, 91306, 91335, 91356, 91364, 91367
CD 4 Mid-City/Hollywood Hills areas	90010, 90020, 90027, 90036, 90046, 90068, 91403, 91423
CD 5 West L.A., Inland	90024, 90025, 90035, 90048, 90064, 90067, 90077, 90095, 91316, 91436
CD 6 Central San Fernando Valley	91352, 91402, 91405, 91406
CD 7 Northeast San Fernando Valley	91040, 91331, 91342, 91345, 91352
CD 8 South Central L.A.	90008, 90043, 90044, 90047, 90062
CD 9 Southeast L.A.	90003, 90007, 90011, 90037, 90089
CD 10 Mid-City/Baldwin Hills area	90005, 90008, 90016, 90018, 90019
CD 11 West L.A., Coastal	90045, 90049, 90066, 90094, 90291, 90292, 90293
CD 12 Northwest San Fernando Valley	91304, 91307, 91311, 91324, 91325, 91326, 91330, 91343, 91344
CD 13 Hollywood area	90026, 90028, 90029, 90038, 90039
CD 14 Downtown, East/Northeast L.A.	90013, 90014, 90015, 90021, 90023, 90032, 90033, 90041, 90071
CD 15 Harbor area	90002, 90059, 90248, 90710, 90731, 90732, 90744

⁴ E. Johnson, Mapping and Land Records Division, Bureau of Engineering (Sept. 4, 2013). A listing of council districts with zip codes that lie entirely or partially within a district may be found online, along with a map showing zip code overlays with council districts: navigatela.lacity.org/common/mapgallery/cd.cfm. In this listing, a zip code may be found in multiple districts; in this report, we minimize duplication of population counts.

Precision of Data

All data used are “estimates.” For example, the ACS numbers are based on data from a sample of the total housing units and people in the population. These data may be weighted based on characteristics of the sample needed in order to bring it into closer agreement with the full population. The ACS reports the sampling error for each estimate with a margin of error, which has a 90% probability of containing the true value. Margins of error vary among reported data, depending in part on sample size and characteristics, but an uncertainty of 2-5% of the data point value is to be expected.⁵

In this report, Census data points have been taken from the ACS reports; they have been reported directly and, in some cases, used to compute information of greater relevance to our issues. For simplicity, we have not included uncertainties in measured values. As a result, data in this report have been rounded to the nearest whole number and should not be viewed as exact measures.

Definitions

In all five parts of the report, the following terms are used throughout, except where otherwise noted:

- The term “Los Angeles” refers to the City of Los Angeles specifically, unless otherwise noted (i.e. “metropolitan L.A.” or “greater L.A.” L.A. County is also specifically noted when used).
- The term “women” generally refers to females aged 18 years and older.
- The term “girls” generally refers to females under the age of 18 years.
- The term “females” refers to all women and girls.
- The term “median” refers to the middle value in a set of data; it is not to be confused with an average that is calculated out of a grouping of data.

Glossary of Key Terms

In this Education and Workforce Development part of the report, the following terms are also specifically used:

- Unless otherwise noted, the term “employed” refers to all civilians 16 years and over who were “working” (paid employees, self-employed individuals or those who worked in a family business), or who were “with a job but not at work” (had jobs from which they were temporarily absent). (U.S. Census Bureau, American Community Surveys)
- Unless otherwise noted, the term “unemployed” includes all civilians 16 years and over who self-identify as neither working nor had a job from which they were only temporarily absent — and who were actively looking for work and available to start a job.
- The phrase “year-round, full-time workers” includes only those employed who worked full-time for the 12 months preceding their responses to U.S. Census Bureau American Community Surveys.

⁵ Note: See ACS Design and Methodology, U.S. Census Bureau, U.S. Government Printing Office (Washington, D.C.) 2009.

- The term “income” includes total money earnings received for work performed as an employee during the 12 months preceding their responses to U.S. Census Bureau American Community Surveys. Income includes wages, salary, commissions, military pay, tips and cash bonuses before deductions for taxes, bonds, pensions, union dues, etc.
- The phrases “labor force” and “workforce” consist of all people classified as employed or unemployed, as defined above.
- The phrase “unemployment rate” refers to the number of unemployed people (as defined above) as a percentage of the overall labor force.
- The phrase “rent burden” refers to spending more than 30% of household gross income on rent.

Notes

Occasionally, the age limits noted above will be listed differently in this report, based on the parameters of a study cited by the report. Ethnic and racial designations reflect the respective U.S. Census, state or local terminology where data sets originated, unless otherwise noted.

Employment status is determined of all civilians 16 years and over and is based on the week preceding the date on which residents responded to the U.S. Census Bureau’s American Community Surveys (which are used for most employment data in this report).

Throughout all five parts of this report, data sets are primarily gendered to best focus on the status of the City’s female population. However, some non-gendered data are also included — either as context for a particular issue or where gendered data are not available.

Education and Workforce Development: Report Highlights

- While most occupations remain gendered (construction and transportation fields, for example), the types of jobs held by Los Angeles' women are diversifying. Data since 2000 show that the percentage of L.A. females working in management has increased slightly (from 7% to 8% over 12 years), and the percentage of women working in office and administrative-support positions has decreased from 23% to 18%.
- Los Angeles women with year-round, full-time jobs earn \$0.97 for every \$1 earned by men — a success in terms of gender equity within the City. However, 11% of employed women have salaries below the poverty line, and women working year-round, full-time jobs in L.A. have a lower median salary than women in New York and Chicago.
- In June 2015, the City of Los Angeles passed a law that will raise the minimum wage to \$15 an hour by 2020. The minimum wage increase will lift more than 600,000 Angelenos out of poverty and provide raises for 49.5% of female workers in Los Angeles by 2017, including 63% of Latinas.
- In Los Angeles, the unemployment rate for people without a high school degree is 10%, while only 7% of people with bachelor's degrees are unemployed.
- Twenty-five percent of L.A.'s women currently lack a high school degree. An additional 20% have a high school degree but no additional educational attainment.
- The City of Los Angeles has collaborated with local agencies on a pair of programs that help to prepare women and eligible girls for L.A.-based employment opportunities. Ninety percent of all females served in the YouthSource system were placed in jobs or postsecondary education, and 67% of all females in the YouthSource system attained a high school degree or equivalent.
- As is the case nationally, L.A. women with postsecondary degrees have exponentially more career choices than women with a lower level of education, and those careers that require more education usually pay more and provide more stability.

Background

The City of Los Angeles is part of the nation’s fourth-largest economy — that of the Los Angeles Basin, comprised of Los Angeles, Orange, Ventura, San Bernardino and Riverside Counties. This metropolitan area surpasses all other metro areas nationwide and trails only the states of California, Texas and New York when it comes to gross domestic product.⁶ As 45% of the City’s total workforce, women are vital to the strength and growth of the City’s economy.

Percentage of Female Population in the Workforce
(16 Years and Older)

City	Los Angeles	New York	Chicago	Houston
% of female population in workforce	59%	59%	62%	61%

Source: U.S. Census Bureau, 2012 American Community Survey (ACS) 1-Year Estimates. Table DP03, Selected Economic Characteristics.

Out of all L.A. women eligible to work, 59% are in the workforce, a proportion that is consistent with the other cities among the top four U.S. cities in terms of population.⁷

Council District Highlight: Women comprise more than 40% of workers in each council district, with 42% the lowest rate — in Council Districts 1 (East/Northeast), 9 (Southeast L.A.) and 14 (Downtown East/Northeast L.A.) — and 50% the highest in Council District 8 (South Central L.A.). (See Appendix A, “Los Angeles’ Employed Workforce By Gender.”)

⁶ Center for Continuing Study of the California Economy, released July 2014: www.bizjournals.com

⁷ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table DP03: *Selected Economic Characteristics*. <http://factfinder2.census.gov>

Women's Occupations

KEY FINDING: While most occupations remain gendered (construction and transportation fields, for example), the types of jobs held by Los Angeles' women are diversifying. Emerging trends since 2000 show that the percentage of L.A. females working in management has increased slightly (from 7% to 8% over 12 years), and the percentage of women working in office and administrative-support positions has decreased from 23% to 18%.

The U.S. Census categorizes occupations in five major clusters:

- Management, business, science and arts occupations
- Service occupations
- Sales and office occupations
- Natural resources, construction and installation, maintenance and repair occupations
- Production, transportation, and material-moving occupations

Gender Distribution of Los Angeles Workforce,
by Occupational Cluster⁸

Occupational Cluster	Number of people in sample	% Women	% Men
Management, business, science and arts	629,481	46%	54%
Sales and office occupations	423,274	57%	43%
Service Occupations	369,814	54%	46%
Production, transportation, material moving	217,538	27%	73%
Natural resources, construction and maintenance	148,516	4%	96%

Source: U.S. Census Bureau (Table S2401).

More men than women are employed in the management, business, sciences and arts occupations (54% to 46%). The reverse is true for sales and office occupations where women hold 54% of the jobs compared with 46% for men.

The five occupational clusters can be delineated into more specific jobs. From this perspective, we can more definitively examine the types of jobs that women are working in Los Angeles.

⁸ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table S2401: *Occupation by Sex and Median Earnings in the Past 12 Months (in 2013 inflation adjusted dollars) for the Civilian Employed Population 16 years and Over.* <http://factfinder2.census.gov>

Los Angeles Women Hold a Variety of Occupations⁹

Occupation	% of women's workforce employed in this occupation	% of men's workforce employed in this occupation
Office and administrative support	17%	8%
Sales and related occupations	12%	11%
Personal care and service	9%	2%
Management occupations	8%	9%
Building and grounds cleaning and maintenance	7%	5%
Education, training, library	7%	3%
Production, transportation and material moving	7%	16%
Business and financial	6%	4%
Food preparation and servicing	6%	7%
Arts, design, entertainment	5%	7%
Health diagnosing and treating	4%	2%
Healthcare support	3%	1%
Community and social services	2%	1%
Health technologists and technicians	2%	1%
Legal	2%	2%
Computer and mathematical	1%	3%
Life, physical and social sciences	1%	1%
Natural resources, construction and installation	0.6%	14%
Architecture and engineering	0.5%	2%
Protective services (<i>fire fighting/prevention and law enforcement</i>)	0.6%	3%

Source: U.S. Census Bureau, 2012 American Community Survey 1-year Estimates (Table 2401).
 Note: Percentages for women's workforce and for men's workforce do not add to 100 due to rounding.

Nearly 30% of employed women in Los Angeles hold jobs within sales-related fields and positions of office/administrative support. Overall, only 2.5% of all L.A. women work in the higher-paying, STEM-related fields (science, technology, engineering and math), compared with 6% of all L.A. men.¹⁰ Less than 1% of L.A. women are employed in each of the following types of occupations: architecture/engineering; protective services; and natural resources, construction and installation work.

Comparing the distribution of L.A.'s female workforce over the past 12 years reveals some occupational advancement for women. However, as the table below illustrates, there are regressions in several categories (such as production, transportation and material-moving occupations). In addition, the positions still most often filled by women provide among the lowest median earnings.

⁹ Ibid.

¹⁰ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table S2401: *Occupation by Sex and Median Earnings in the Past 12 Months (in 2013 inflation adjusted dollars) for the Civilian Employed Population 16 years and Over.*
<http://factfinder2.census.gov>

The Distribution of Occupations Among the Female Workforce (Since 2000) ¹¹

Occupation	2012	2010	2005	2000	Median earnings, 2012
Office and administrative support	18%	18%	19%	23%	\$29,516
Sales and related occupations	12%	11%	12%	12%	\$18,004
Management	8%	8%	8%	7%	\$52,481
Personal care and service	8%	8%	7%	6%	\$13,888
Building and grounds cleaning and maintenance	7%	7%	7%	5%	\$12,416
Education, training, library	7%	7%	8%	8%	\$30,813
Production, transportation and material moving	7%	7%	8%	10%	\$16,909
Business and financial	6%	6%	5%	5%	\$51,744
Arts, design, entertainment	5%	5%	5%	5%	\$41,500
Food preparation and serving	5%	6%	5%	4%	\$14,818
Health diagnosing and treating	4%	4%	4%	3%	\$68,882
Healthcare support	3%	3%	3%	3%	\$20,864
Community and social services	2%	2%	2%	2%	\$40,763
Health technologists and technicians	2%	2%	1%	2%	\$38,897
Legal	2%	2%	2%	2%	\$76,776
Computer and mathematical	1%	0.8%	0.9%	1%	\$61,528
Life, physical and social sciences	1%	0.9%	1%	1%	\$39,349
Protective services Fire fighting/Law enforcement	0.6%	0.6%	0.7%	0.2%	\$25,417
Natural resources, construction and installation	0.6%	0.8%	0.7%	0.7%	\$20,405
Architecture and engineering	0.5%	0.4%	0.6%	0.5%	\$63,980

Source: U.S. Census Bureau, American Community Survey Data, by year. For median earnings column, the source is the U.S. Census Bureau, 2012 American Community Survey 1-Year Estimate.

Note: Some columns do not round to 100% when totaled, due to variations in how workplace occupations are defined.

Shifting occupational trends have led to incremental increases for women employed in management, business and financial fields, as previously noted. Similar increases have also taken place in occupations related to health-diagnosing/treatment, and in personal care and service. Conversely, in 2000, 35% of all L.A.'s female workforce was employed in sales-related occupations, and administrative/office support jobs. By 2012, that percentage had dropped to 30%.

¹¹ U.S. Census Bureau, 2012 ACS 1-Year Estimates and 2010 ACS Survey 1-Year Estimates. 2005 ACS Survey 1-Year Estimates (Table S2401): *Occupation by Sex and Median Earnings in the Past 12 Months for the Civilian Employed Population 16 Years and Over*. U.S. Census 2000 Summary File 3 (SF3) – *Sample Data Occupation by Sex – Percent Distribution: 2000* (Table QT-P28). <http://factfinder2.census.gov>

The overall percentage of women involved in STEM professions is the same in 2012 as it was in 2000: 2.5%. While the percentage of the female workforce in protective services has increased 200%, that total is still only 0.6% of all women working in Los Angeles. All told, the table above casts a spotlight on the fact that the percentage of women in more lucrative occupations remains low.

Council District Highlight: More women are employed in management, business, science, and arts occupations than any other occupational sector in 7 of the 15 Council Districts, with a majority of women in Council Districts 4 (Mid-City/Hollywood Hills Area), 5 (West L.A., Inland) and 11 (West L.A., Coastal) in these occupations.

Service occupations employ more women in Council Districts 1 (East/Northeast L.A.), 6 (Central San Fernando Valley), 9 (Southeast L.A.) and 10 (Mid-City/Baldwin Hills Area), while sales and office occupations are held by more women in Districts 7 (Northeast San Fernando Valley), 8 (South Central L.A.), 14 (Downtown, East/Northeast L.A.) and 15 (Harbor Area). (See Appendix B, "Distribution of Female Workforce in Occupational Clusters.")

Growing Industries and Emerging Occupational Demand

The California Employment Development Department projects that by the year 2020, employment in the Los Angeles area is expected to reach nearly 5 million, with more than 70% of the non-farm job growth in the following industry sectors:

- Educational services, health care and social assistance;
- Professional and business services;
- Leisure and hospitality; and
- Retail trade.¹²

Occupational employment is projected to increase workforce needs by more than 1.6 million job openings, both from industry growth and from replacement needs. The three occupations projected to have the most job openings through the year 2020 are retail salespersons, cashiers, and personal care aides. These jobs generally do not require more than a high school degree and all are low-paying (approximately \$9-\$11 on an hourly basis). These are examples of opportunities that supply employment, but not necessarily economic security.

Higher-paying occupations, which require a bachelor's degree or higher, that are expected to show growth include lawyers, teachers, accountants and auditors.¹³ More than a quarter of the fastest-growing occupations are in health, community and social-service related fields. Those occupations range from medical aides requiring less than a high school education to medical scientists that require a doctoral or professional degree.

ANALYSIS: While a few higher-paying occupations are opening up to more women, professions overall remain largely gendered in Los Angeles. To create a more robust and vibrant workforce, more women are needed in the higher-paying fields currently dominated by men. Increased educational attainment can lead to some of those higher-paying jobs, but for those women with less education, economic security is still difficult to achieve.

¹² 2010-2020 Los Angeles County Projection Highlights, Employment Development Department, State of California, Labor Market Info (October 2012). www.labormarketinfo.edd.ca.gov

¹³ Ibid.

Earnings

KEY FINDING: Los Angeles women with year-round, full-time jobs earn \$0.97 for every \$1 earned by men — a success in terms of gender equity within the City. However, 11% of employed women have salaries below the poverty line, and women working year-round, full-time jobs in L.A. have a lower median salary than women in New York and Chicago.

Eighty-seven percent of all women in the L.A. workforce are employed. Of those employed women, 11% earn salaries below the poverty threshold.¹⁴ The percentage of working women earning less than poverty level is similar to female populations in comparable U.S. cities.

Female Employment and Earnings, 2012¹⁵

	Los Angeles	New York City	Chicago	Houston
Total # of women in labor force in sample	914,078	2,095,496	701,681	503,919
% of women in workforce who are employed	87%	89%	86%	89%
% of employed women earning less than poverty level	11%	10%	11%	13%
Median salary for female full-time, year-round workers	\$37,253	\$43,081	\$41,825	\$32,432
Median salary for male full-time, year-round workers	\$38,310	\$48,893	\$46,167	\$39,948

Source: U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table B17005; median salaries from Table DP03, Selected Economic Characteristics.

When we exclude seasonal and part-time workers — as the above table does — L.A.’s gender wage gap narrows, with women earning \$0.97 for every \$1 earned by men. This is a much narrower gap than in comparably sized cities. Part of the reason for the small gap in pay disparity in Los Angeles, however, is that as salaries decrease and move closer to minimum wage, the gender gap will naturally diminish, and wages in Los Angeles, as the table above illustrates, are significantly lower for both women and men than in New York City and Chicago.

From another perspective, 21% of all Los Angeles women live in poverty, and 27% of those women living in poverty are employed. These numbers are similar for the over 975,000 employed men of Los Angeles.¹⁶ Thus, being employed is not the only factor that must be considered in order to improve the economic status of women and girls. L.A.’s women need high enough wages to ensure well-being for themselves and their families.¹⁷

¹⁴ The 2012 poverty threshold for a single person, working full time, was \$11,720; the threshold for a family of three was \$19,090, and for a family of four (two adults, with children under the age of 18) was \$23,283. Retrieved from: www.census.gov/hhes/www/poverty/data/threshld/.

¹⁵ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table B17005: *Poverty Status in the Past 12 Months of Individuals by Sex, by Employment Status*; selected for each city. <http://factfinder2.census.gov>

¹⁶ U.S. Census Bureau, 2008-2012 ACS 5-year Estimates. Table B17005: *Poverty Status in the Past 12 Months of Individuals by Sex by Employment Status*. <http://factfinder2.census.gov>

¹⁷ Note: Additional data about economic well-being is available in the part of this report on [Demographics](#).

In June 2015, the City of Los Angeles passed a law that will raise the minimum wage to \$15 an hour by 2020. The minimum wage increase will lift more than 600,000 Angelenos out of poverty and provide raises for 49.5% of female workers in Los Angeles by 2017, including 63% of Latinas.¹⁸

Council District Highlight: In every L.A. council district, between one-fifth and one-third of all women living in poverty are employed. (See Appendix C1, "Women Employed and in Poverty.") Overall, women comprise between 42-50% of the workforce in any council district. In some districts, the median salary is below the poverty level for a family with one child. Median salaries of women vary from less than \$15,000 in Council District 9 (Southeast L.A.) to a high of over \$47,000 in Council District 11 (West L.A., Coastal). (See Appendix C2, "Los Angeles' Female Workforce and Median Salary.")

The table below illustrates not only the small numbers of women in some of L.A.'s highest-paying jobs, but also the disparity between men and women's salaries in the same field — an indication that women are not advancing into leadership positions at the same rate as men. This is the inverse of the effect described at the start of this section: just as L.A.'s gender wage gap decreases in lower-paying jobs, as the wages for those jobs approach the minimum wage, the gap widens in higher-paying jobs.

Small Percentages of Los Angeles Women are in Highest-Paying Occupations

Occupational Clusters	Median salary of women	Median salary of women and men together	% of women's workforce in this occupation
Legal	\$73,337	\$95,711	2%
Health diagnosis/treatment	\$67,466	\$72,126	4%
Law enforcement	\$67,070	\$73,162	0.2%
Architect and engineering	\$63,199	\$72,745	0.5%
Computer and mathematical	\$63,041	\$68,057	1%
Management	\$55,810	\$62,976	8%
Business and financial operations	\$51,990	\$56,118	6%

Source: U.S. Census Bureau, 2008-2012 ACS 5-year Estimates (Table 2401).

These occupations are listed in order of median salaries for women, but the equally important data to note are the small percentages of women working in each of these professions. Eight percent of all working females in Los Angeles are employed in management positions. Six percent are employed in business and financial occupations, and only 2% of working women are employed in the highest-paying legal occupations.

This table also reveals that across all listed occupations, the median salary of women is less than that for women and men together. This gender wage gap persists across the

¹⁸ Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, University of California, Berkeley. Table 5: *Demographics and Job Characteristics of Workers Affected by the Proposed Minimum Wage Policy*. http://clkrep.lacity.org/online/docs/2014/14-1371_misc_2_03-19-2015.pdf

state and the nation.¹⁹ The education and costs of the degrees required to access higher-paying occupations, such as those listed in the table above, vary widely across these occupational clusters.

For example, the “legal” category includes occupations from legal support workers (which require less than a high school degree) to lawyers, judges and magistrates (which require a postsecondary professional law degree). The bulk of “law enforcement” careers do not require an advanced degree, whereas architecture and engineering generally require five-year undergraduate degrees. Many “computer and mathematical” and “business and financial” occupations require a minimum of a bachelor’s degree.²⁰

Non-Wage Factors for Economic Well-Being

To create economic security for more women in Los Angeles, employment must be coupled with other factors such as educational attainment (which will be discussed in the next section), living wages, decreased rent burden and reliable public transportation. Cost of living is one important measure to evaluate the true well-being of residents. The U.S. Bureau of Labor Statistics publishes a consumer price index for urban consumers (CPI-U) living in metropolitan areas.

Larger Cities Have Greater Consumer Costs for Residents

Metropolitan area	CPI-U
New York, North New Jersey	258.08
Los Angeles, Riverside, Orange Counties	240.475
Chicago, Gary, Kenosha	226.262
Houston, Galveston, Brezonia	212.169

Source: U.S. Bureau of Labor Statistics, *Consumer Price Indexes*, December 2014.²¹

Using this tool, metro Los Angeles ranks second among comparably sized cities in terms of higher consumer costs, an important factor to consider when assessing the wages of the City’s workforce.

Another factor that impacts women’s earnings is rent burden. There are roughly 1.3 million occupied housing units in the City of Los Angeles, 63% of which are renter-occupied. More than half of all renters in California spend 30% or more of their gross income on rent.²² Rent costs can be influenced by family size; the average family size in Los Angeles is 3.66, compared with 3.56 for California and 3.26 nationally.²³

¹⁹ Mount Saint Mary’s University. *2014 Report on the Status of Women and Girls in California*. (The Earnings Gap, pages 19-20). www.msmu.edu/statusofwomen

²⁰ U.S. Census Bureau, 2012 ACS 1-Year Estimates (Table 2401). Retrieved from: <http://factfinder2.census.gov>.

²¹ Retrieved at www.bls.gov.

²² U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table S0501.

²³ U.S. Census Bureau, 2013 ACS 1-Year Estimates. Table S0201: *Selected Population Profile*.

Transportation is another important part of the equation when it comes to economic development, particularly in a city of commuters like Los Angeles.²⁴ Two-thirds of women and men in the City of Los Angeles commute to work by driving alone; 10% of workers carpool. Less than 10% use public transportation, and the majority of those commuters rely on public buses.²⁵

ANALYSIS: The disparity between men and women’s median salaries in Los Angeles points to a persistent underrepresentation of women in leadership positions. It is also important to note that 27% of L.A. women living in poverty are employed, a rate that is similar to men in the City. When the City’s minimum wage is raised to \$15 an hour, more than 600,000 Angelenos will be lifted out of poverty.

²⁴ See Appendices E & F for charts on L.A. commuting characteristics of L.A.’s workers and commuting patterns of L.A.’s women.

²⁵ U.S. Census Bureau, 2008-2012 ACS 5-Year Estimates. Table S0801: *Commuting Characteristics by Sex*.

Employment and Education

KEY FINDING: In Los Angeles, the unemployment rate for people without a high school degree is 10% while only 7% of people with bachelor's degrees are unemployed. This correlation between educational attainment and employment status is significant for L.A.'s women since 25% of them currently lack a high school degree, and an additional 20% have a high school degree but no additional educational attainment.

The chart below illustrates how the unemployment rate in the United States decreases as the level of educational attainment increases.

U.S. Annual Unemployment Rate of Women and Men (25 years and older) by Educational Attainment, 2013

	Total	Women	Men
< High school	11%	12.6%	10%
High school	7.5%	7%	7.9%
Some college – no degree	7%	7%	7%
Associate degree	5.4%	5.5%	5.2%
Bachelor's degree and higher	3.7%	3.8%	3.6%

Source: U.S. Bureau of Labor Statistics.

In 2013, less than 4% of U.S. women with a bachelor's degree and higher were unemployed, while nearly 13% of women with less than a high school degree were unemployed.²⁶ This relationship between education and unemployment is mirrored for all residents at the state and local levels.

Unemployment Rate (25-64 years) by Educational Attainment, 2013²⁷

	Los Angeles	California
< High school	10%	12%
High school	12%	11%
Some college or associate's degree	10%	9%
Bachelor's degree or higher	7%	5%

Note: These data are not disaggregated by gender.

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

In Los Angeles, the unemployment rate of the least educated (those with less than a high school degree) is less than that of the state and the nation, but more of L.A.'s college graduates are unemployed than in the state or the nation.

Most available jobs require a minimum level of education, further linking employment rates with educational attainment.

²⁶ Bureau of Labor Statistics, Labor Force Statistics from the Current Populations Survey, 2013. Table 7. www.bls.gov/cps/

²⁷ U.S. Census Bureau, 2013 ACS 1-Year Estimates. Table B23006: *Educational Attainment by Employment Status for the Population 25-64 Years*. <http://factfinder2.census.gov>

Average Annual Job Openings by Entry-Level Education²⁸

Educational Level	Average Annual Job Openings (Number of job openings in sample=162,120)
Less than high school	33%
High school diploma or equivalent	38%
Some college, no degree	<1%
Associate's degree	4%
Bachelor's degree	16%
Postsecondary non-degree award	4%
Master's degree	2%
Doctoral/professional degree	2%

Source: Employment Development Department, State of California Labor Market Information (September 2012).

At least two-thirds of average annual job opportunities statewide require at least a high school degree.²⁹

Educational Attainment of Los Angeles' Women

Today, 25% percent of Los Angeles women (25 years and older) have not completed high school; fewer than one-third (31%) have a bachelor's degree or higher.³⁰

Comparison of Educational Attainment, by City and Gender (25 Years and Over)³¹

	L.A. Women	L.A. Men	NYC Women	NYC Men	Chicago Women	Chicago Men	Houston Women	Houston Men
Less than high school	25%	25%	20%	20%	18%	20%	23%	25%
4-year college degree or greater	31%	32%	35%	34%	35%	34%	30%	30%

Source: U.S. Census Bureau, 2012 ACS 1-Year (Table S1501).

Among comparable U.S. cities, Los Angeles has a greater percentage of women with less than a high school education. Based on the survey of educational requirements for occupational clusters, a higher level of educational attainment will be needed for women to qualify for higher-paying jobs.

²⁸ Employment Development Department, State of California Labor Market Information. "2010-2020 Occupations with Most Openings, Los Angeles-Long Beach-Glendale Metropolitan Division." (September 2012)

²⁹ Bureau of Labor Statistics, *Labor Force Statistics from the Current Population Survey, 2013*. Table 7. *Employment Status of the Civilian, Non-Institutional Population, 25 Years and Over, by Educational Attainment, Sex, Race, and Hispanic or Latino Ethnicity*. Retrieved from: www.bls.gov/cps/.

³⁰ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table S1501. <http://factfinder2.census.gov>

³¹ Ibid.

Council District Highlight: More than half of the women in each of the following districts have a high school education or less: Council Districts 1 (East/Northeast L.A.), 6 (Central San Fernando Valley), 7 (Northeast San Fernando Valley), 8 (South Central L.A.), 9 (Southeast L.A.), 14 (Downtown/East/Northeast) and 15 (Harbor Area). (See Appendix D, “Educational Attainment of Los Angeles Women.”) Please also see City Council District profiles published by the Los Angeles County Economic Development Corporation, Economic and Policy Analysis Group: Industry and Market Intelligence for the City of Los Angeles, Appendix A2 at www.LAEDC.org

Field of Study for Baccalaureate Degrees

Currently in Los Angeles, 35% of all bachelor’s degree holders have a degree in science and engineering; 35% in arts, humanities and communications; 18% in business; 7% in other science-related fields; and 5% in education.³²

Field of Bachelor’s Degree for L.A. Population
(25 Years and Over)

	Overall (Total: 806,592)	Women (Total: 405,908)	Men (Total: 400,684)
Science and engineering	35%	29%	41%
Business	18%	16%	19%
Education	5%	9%	2%
Arts, humanities, other	35%	37%	33%

Source: U.S. Census Bureau (Tables B15010 and B15011).

Significantly more L.A. men than women hold baccalaureate degrees in science and engineering (41% to 29%, respectively). This is noteworthy given the fact that STEM careers are often some of the highest-paying professions available in metro areas. More positively, nearly as many L.A. women as men hold degrees in business.

Field of Bachelor’s Degree for Women
(25-39 Years of Age)³³

	Los Angeles Women (Total: 170,552)	California Women (Total: 1,390,420)	U.S. Women (Total: 11,102,120)
Science and engineering	32%	38%	31%
Business	15%	17%	18%
Education	4%	6%	13%
Arts, humanities, other	41%	31%	27%

Source: U.S. Census Bureau (Table B15011).

³² U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table B15010, *Detailed Field of Bachelor’s Degree for First Major for the Population 25 Years and Over* for composite data; Table B15011, *Sex by Age, by Field of Bachelor’s Degree for First Major, for the Population 25 Years and Over* for gender-specific data. Retrieved from: <http://factfinder2.census.gov>.

³³ Ibid. Table B15011, selected for Los Angeles, the State of California and the United States.

When we narrow our survey of bachelor's degree holders to people ages 25-39, we see a slight increase in the percentage of L.A. women who have earned degrees in science and engineering (29% to 32%), as well as in the arts and humanities (37% to 41%). Within this younger demographic, fewer women hold education degrees (9% to 4%).

Compared with the nation, roughly the same proportion of women of Los Angeles ages 25-39 are earning degrees in science-related fields, business, and education; a significantly greater proportion of young women are earning degrees in the arts and humanities.

Workforce Development

City government and nonprofits can play a role in preparing and assisting workers to join the workforce. For example, the City of Los Angeles' Economic & Workforce Development Department currently operates 17 WorkSource Centers which offer free, comprehensive employment services, including specialized job training and placement assistance. The WorkSource system was significantly redesigned in July 2014 to focus on practical training for emerging job sectors. Since then, 94,759 people have been served, which is over 20,000 more than the previous year; 45% of those served were women (8% of customers did not disclose gender).³⁴

The City also operates 13 YouthSource Centers, which provide young people, ages 14-24, with job preparation and educational services. YouthSource programs have demonstrated success in helping youth earn degrees or in placing them into jobs, military service or college. From July 2012 to June 2013, 90% of all females served were placed into jobs or postsecondary education, and 67% of all females attained a high school degree or equivalent (compared with 81% and 63% of all males, respectively). In 2014, HIRE LA's Youth, a joint City/County summer jobs program, provided first-time job experience to 10,935 young people, 58% of whom are female.³⁵

ANALYSIS: Educational attainment is closely connected to future employment, and this has real implications for many of L.A.'s women and the City as a whole. Los Angeles' economy cannot thrive and grow if 25% of its potential female workforce lack a high school degree and 69% lack a college degree.

³⁴ Economic and Workforce Development Department, City of Los Angeles.

³⁵ Ibid.

An Educated Workforce

KEY FINDING: As is the case nationally, L.A. women with post-secondary degrees have exponentially more career choices than women with a lower level of education, and those careers that require more education usually pay more and provide more stability.

Women with a bachelor’s degree or higher have career choices not available to those with less education. Women whose field of study matches current and emerging markets have greater opportunities for stable and relatively well-paying jobs.

Occupations in L.A. County With Most Projected Job Openings, 2010-2020 ³⁶

Entry level education	Sample occupations	2012 median annual salary for women and men collectively
Doctoral/professional degree	Postsecondary educators Medical Scientists Lawyers	\$66,627 \$72,294 \$156,963
Master’s degree	Marriage and Family Therapists Occupational Therapists Healthcare Social Workers	\$48,951 \$87,868 \$57,069
Bachelor’s degree	Biomedical/Environmental Engineers Market Research Analysts Accountants and Auditors Elementary/Secondary Teachers	\$87,399/\$82,586 \$58,174 \$68,193 \$70,230/\$64,087
Associate’s degree	Occupational Therapy Assistants Physical Therapy Assistants	\$64,758 \$57,548
High school or equivalent	Physical Therapist Aides Medical Secretary Office clerks, General	\$26,426 \$33,483 \$29,692
Less than high school	Retail Salespersons Cashiers Home Health Aides	\$21,849 \$20,017 \$20,913

Source: State of California, Employment Development Department (September 2012).

Some of the highest-paying jobs in this table require graduate work or certification beyond a four-year college degree. Higher-paying jobs that require only a bachelor’s degree include engineers, analysts, accountants and auditors, and experienced elementary and secondary school teachers.

The importance of a post-secondary education can also be seen when examining the academic qualifications of Angelenos currently working in higher-paying occupations. The next series of tables illuminate the difficulty of earning a high-paying job in several occupational clusters without a higher-level degree.

³⁶ 2010-2010 Los Angeles County Projection Highlights, California Employment Development Department (October 2012): *2010-2020 Comparison of Growing Occupations by Entry Level Education*. www.labormarketinfo.edd.ca.gov; Salary information from California Employment Development Department (September 2012), 2010-2012 Occupations with the Most Openings (Los Angeles County). www.labormarketinfo.edd.ca.gov/LMID/

Educational Attainment of All L.A. Workers in Legal Occupations ³⁷

Legal Occupations	< High School	High School	Some College/ Associate Degree	Baccalaureate Degree	Graduate/ Professional Degree
Lawyers, judges, magistrates	N/A	N/A	0.5%	1%	98%
Judicial law clerks	N/A	N/A	N/A	30%	70%
Paralegals/legal assistants	2%	7%	35%	42%	14%
Miscellaneous legal support workers	2%	16%	37%	33%	13%

Note: These data are not disaggregated by gender.

Source: U.S. Census Bureau, EEO Tabulation 2006-2010, 5-Year ACS data. (EEO-ALL08W)

The median salary for 12-month full-time working women in legal occupations is \$73,000. In the legal occupations, greater than 98% of lawyers, judges, and magistrates have a graduate or professional degree. The majority of paralegals, legal assistants and legal support workers have at least some college experience. Only 4% of workers in all of these occupations have less than a high school education.

Educational Attainment of All L.A. Workers in Health Diagnosing/Treating Occupations ³⁸

Health Diagnosing/treating Occupations	< High School	High School	Some College/ Associate's Degree	Baccalaureate Degree	Graduate/ Professional Degree
Registered nurses	N/A	0.7%	33%	53%	13%
Dietitians and nutritionists	3%	13%	13%	26%	45%
Physician assistants	1%	3%	13%	46%	38%
Audiologists	N/A	N/A	N/A	13%	87%
Recreational therapists	16%	N/A	16%	42%	26%
Speech/language pathologists	N/A	N/A	N/A	8%	92%
Dental hygienists	N/A	5%	18%	63%	14%

Note: These data are not disaggregated by gender.

Source: U.S. Census Bureau, EEO Tabulation 2006-2010, 5-Year ACS data. (EEO-ALL08W)

The median salary for 12-month, full-time working women in this occupational cluster is \$67,000. In health diagnosing and treating occupations, a specific license is required for nearly all occupations and a professional degree above a baccalaureate level degree is required for primary professionals such as physicians, dentists, nurses, veterinarians and optometrists.

³⁷ U.S. Census Bureau, EEO Tabulation, 2006-2010 American Community Survey 5-Year Estimates. (EEO-ALL08W) *Detailed Census Occupation by Educational Attainment, Sex, and Race/Ethnicity for Worksite Geography, Total Population (Civilians employed at work 16 years and over)*. Retrieved from: <http://factfinder2.census.gov>.

³⁸ Ibid (EEO-ALL08W).

The largest segment of the L.A. healthcare workforce consists of registered nurses, 85% of whom are female.³⁹ In Los Angeles, the majority of RNs (53%) have a baccalaureate degree; a third (33%) have an associate’s degree; and 13% have a graduate degree.

In 2011, the Institute of Medicine published recommendations for the future of nursing, including moving the entry level requirement for a nurse to a baccalaureate degree.⁴⁰ While more than half of new nurses graduating today hold a two-year (associate) degree,⁴¹ many healthcare organizations are already expressing a preference for RNs with a baccalaureate degree; hospitals seeking “magnet status” require a baccalaureate degree in nursing for entry level.⁴²

Educational Attainment of All L.A. Workers
in Protective Services Occupations⁴³

Protective Services Occupations	< High School	High School	Some College or Associate’s Degree	Baccalaureate Degree	Graduate/ Professional Degree
Firefighters	1%	9%	64%	24%	1%
Police officers	1%	13%	54%	26%	6%
Transportation security screeners	5%	41%	43%	10%	2%
Miscellaneous law enforcement workers	27%	32%	36%	N/A	N/A

Note: These data are not disaggregated by gender.

Source: U.S. Census Bureau, EEO Tabulation 2006-2010, 5-Year ACS data. (EEO-ALL08W)

Overall, very few women are employed in protective services; the median salary of women who are is \$67,000. While many protective services workers do not have a four-year college degree — and in some jobs many have no college experience — each of these professions has a rigorous qualifying course required for certification.

³⁹ U.S. Census Bureau, 2012 American Community Survey 1-Year Estimates (Table B24020).

⁴⁰ Institute of Medicine of the National Academies (2011). *The Future of Nursing: Leading Change, Advancing Health*. Washington, D.C., The National Academies Press.

⁴¹ California Board of Registered Nursing, 2012-13 Annual Schools Report (released April 2014).

Table 7. www.rn.ca.gov

⁴² Magnet status is granted by the American Nurse Credentialing Center (ANCC) to hospitals in recognition for quality nursing care. www.nursecredentialing.org/magnet.aspx

⁴³ U.S. Census Bureau, EEO Tabulation. 2006-2010 American Community Survey 5-Year Estimates. (EEO-ALL08W)

Educational Attainment of All L.A. Workers
in Management and Business/Financial Occupations ⁴⁴

Management Occupations	< High School	High School	Some College or Associate's Degree	Baccalaureate Degree	Graduate or Professional Degree
CEOs and legislators	2%	9%	22%	43%	24%
General and operations managers	4%	12%	31%	37%	16%
Market research analysts and marketing specialists	3%	2%	20%	53%	22%
Accountants and auditors	N/A	3%	15%	63%	18%
Financial analysts	2%	4%	5%	42%	47%

Note: These data are not disaggregated by gender.

Source: U.S. Census Bureau, EEO Tabulation 2006-2010, 5-Year ACS data. (EEO-ALL08W)

The median salary for full-time working women in management and business/financial occupations is between \$52,000-\$56,000, and the majority of all employees possess a bachelor's degree or greater.

Educational Attainment of All L.A. Workers in STEM Occupations ⁴⁵

	< High School	High School	Some College or Associate's Degree	Baccalaureate Degree	Graduate/ Professional Degree
Civil engineers	N/A	2%	7%	59%	10%
Computer programmers	1%	6%	21%	53%	20%
Software developers	1%	0.4%	17%	49%	33%
Web developers	2%	6%	25%	57%	10%
Mathematical science, including mathematicians and statisticians	N/A	N/A	15%	35%	50%
Biological scientist	N/A	N/A	4%	49%	47%
Medical scientist	N/A	N/A	N/A	7%	93%
Environmental scientist and geoscientist	N/A	N/A	7%	42%	51%
Physical scientist	N/A	N/A	3%	35%	62%
Biological technicians	N/A	18%	55%	27%	N/A
Other technicians/ research assistants	8%	6%	32%	40%	14%

Note: These data are not disaggregated by gender.

Source: U.S. Census Bureau, EEO Tabulation 2006-2010, 5-Year ACS data. (EEO-ALL08W).

Detailed Census Occupation by Educational Attainment, Sex, and Race/Ethnicity for Worksite Geography, Total Population (Civilians Employed at Work 16 Years and Over).

⁴⁴ Ibid. *Detailed Census Occupation by Educational Attainment, Sex, and Race/Ethnicity for Worksite Geography, Total Population (Civilians employed at work 16 years and over)*. Retrieved from: <http://factfinder2.census.gov>.

⁴⁵ Ibid (EEO-ALL08W).

This broad range of science and technical occupations⁴⁶ has a median salary for full-time working L.A. women of roughly \$65,000, compared with \$77,000 for L.A. men in the same occupations.⁴⁷ A recent analysis of millions of online job postings in 2013 indicated that nearly half of all entry-level STEM jobs required a bachelor's degree or higher.⁴⁸

Cost of an Education

The cost of a higher education can vary widely depending on the type of degree and the institution attended.

For example, earning an associate's degree in California's public community colleges cost California residents on the order of \$1,100 in tuition annually (not factoring in campus and course-based fees).⁴⁹

- The cost of four-year degrees can differ greatly between a University of California system school, California State University system school, out-of-state institution or private institution. In general:
- For California State University system schools, resident tuition-only rates average \$5,500 per year.⁵⁰
- For University of California system schools, resident tuition-only rates average \$12,000 per year.⁵¹
- For the University of Southern California, L.A.'s largest private university, tuition and mandatory fees average \$48,000 per year.⁵²
- For Mount Saint Mary's University, L.A.'s private women's university, tuition and mandatory fees average \$35,000 per year.⁵³

ANALYSIS: Many occupations are expected to become more technically intensive in the future.⁵⁴ Thus, skills training and advanced educational opportunities can increasingly lead to better, higher-paying jobs. For example, a college degree in a STEM field will position job seekers of the future well for many of the current and emerging, technically intensive, occupations.

⁴⁶ Note that this cluster of STEM-related salary figures includes the social sciences, which are generally lower-paying jobs than other STEM occupations, and are not always included in the STEM fields.

⁴⁷ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table S402: *Occupation by Sex and Median Earnings in the Past 12 Months (in 2012 inflation-adjusted dollars) for Full-Time, Year-Round, Civilian, Employed Population, 16 Years and Over.*

⁴⁸ Burning Glass Technologies, reported by U.S. News. (Feb. 28, 2014) <http://www.usnews.com/news/stem-solutions/articles/2014/02/05report-stem-job-market-much-higher-than-previously-reported>

⁴⁹ California Community Colleges Chancellor's Office: www.cccco.edu

⁵⁰ The California State University: www.calstate.edu

⁵¹ University of California System: www.universityofcalifornia.edu/uc-system

⁵² University of Southern California: www.usc.edu

⁵³ Mount Saint Mary's University, Los Angeles: www.msmu.edu

⁵⁴ Industry Clusters in Los Angeles County, Los Angeles County Economic Development Corporation, Economic and Policy Analysis Group (Nov. 2012, revised July 2013). www.LAEDC.org

APPENDICES

APPENDIX A
Los Angeles' Employed Workforce by Gender (16 years and older),
by Council District

	Number of people employed workforce sample	% employed workforce comprised of women
CD 1	137,797	42%
CD 2	155,350	45%
CD 3	117,263	45%
CD 4	146,230	46%
CD 5	117,153	48%
CD 6	99,499	44%
CD 7	117,147	44%
CD 8	95,551	50%
CD 9	104,215	42%
CD 10	107,482	47%
CD 11	114,180	48%
CD 12	154,472	47%
CD 13	101,828	44%
CD 14	84,247	42%
CD 15	106,195	46%
L.A. (2012 1-Year)	1,791,992	45%
L.A. County (2012 1-Year)	4,506,700	46%
California (2012 1-Year)	16,778,061	46%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table S2401), for Council Districts; 2012 1-Year Estimates for L.A. City, County and State (Table S2401).

Council District Key

CD 1: East/Northeast L.A.	CD 6: Central San Fernando Valley	CD 11: West L.A., Coastal
CD 2: Southeast San Fernando Valley	CD 7: Northeast San Fernando Valley	CD 12: Northwest San Fernando Valley
CD 3: Southwest San Fernando Valley	CD 8: South Central L.A.	CD 13: Hollywood area
CD 4: Mid-City/Hollywood Hills area	CD 9: Southeast L.A.	CD 14: Downtown, East/Northeast L.A.
CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

APPENDIX B

**Distribution of Female Workforce in Occupational Clusters,
by Council District**

	Management, business, science, and arts occupations	Service occupations	Sales and office occupation	Natural resources, construction, et al.	Production, transportation, and material moving
CD 1	28%	30%	28%	0.8%	13%
CD 2	37%	26%	30%	0.7%	5%
CD 3	38%	25%	32%	0.6%	4%
CD 4	53%	17%	27%	0.2%	3%
CD 5	58%	13%	28%	0.4%	1%
CD 6	24%	34%	32%	0.8%	9%
CD 7	29%	26%	35%	0.9%	10%
CD 8	27%	31%	32%	0.6%	9%
CD 9	17%	32%	31%	1%	19%
CD 10	30%	33%	29%	0.7%	7%
CD 11	60%	13%	25%	0.2%	2%
CD 12	44%	18%	32%	0.7%	5%
CD 13	35%	32%	26%	0.5%	6%
CD 14	30%	26%	32%	0.7%	12%
CD 15	29%	26%	33%	1%	11%
L.A.	38%	25%	30%	0.6%	7%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table 2401).

Council District Key

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CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

APPENDIX C1
Women Employed and in Poverty,
by Council District

Council District	# of women	% of all women in labor force	% of all women in poverty	% of women in poverty who are employed
CD 1	114,408	58%	28%	27%
CD 2	123,505	65%	18%	32%
CD 3	98,749	59%	14%	26%
CD 4	108,955	68%	16%	27%
CD 5	93,031	63%	16%	34%
CD 6	84,703	60%	23%	30%
CD 7	103,156	58%	17%	24%
CD 8	101,551	55%	26%	23%
CD 9	97,491	50%	41%	26%
CD 10	96,296	60%	24%	28%
CD 11	85,941	68%	11%	31%
CD 12	132,857	59%	13%	26%
CD 13	78,028	65%	22%	32%
CD 14	77,837	52%	22%	22%
CD 15	101,067	55%	22%	22%
L.A.	1,509,331	60%	21%	27%
California	14,577,474	59%	15%	26%
U.S.	122,406,910	60%	15%	29%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table B17005).

Council District Key

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CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

APPENDIX C2

Los Angeles' Female Workforce,
by Council District

	% workforce comprised of women	Median salary of working women
CD 1	42%	\$20,850
CD 2	45%	\$29,733
CD 3	45%	\$31,447
CD 4	46%	\$39,743
CD 5	48%	\$38,591
CD 6	44%	\$21,419
CD 7	44%	\$23,992
CD 8	50%	\$25,817
CD 9	42%	\$14,969
CD 10	47%	\$24,062
CD 11	48%	\$47,335
CD 12	47%	\$33,048
CD 13	44%	\$24,449
CD 14	42%	\$23,003
CD 15	46%	\$26,318
L.A.	45%	\$26,542
L.A. County (1-year)	46%	\$28,527
California (1-year)	46%	\$30,299

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (Table S2401).

Council District Key

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CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

APPENDIX D

Educational Attainment of Los Angeles Women (25 years and older), by Council District ⁵⁵

	High school education or less	Bachelor's degree or more
CD 1	62%	20%
CD 2	41%	31%
CD 3	39%	33%
CD 4	23%	52%
CD 5	19%	59%
CD 6	58%	17%
CD 7	59%	15%
CD 8	51%	16%
CD 9	77%	7%
CD 10	48%	30%
CD 11	16%	59%
CD 12	35%	36%
CD 13	45%	31%
CD 14	62%	18%
CD 15	54%	17%
L.A.	45%	31%

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates.

Council District Key

CD 1: East/Northeast L.A.	CD 6: Central San Fernando Valley	CD 11: West L.A., Coastal
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⁵⁵ U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates. Sex by Educational Attainment (\$1501). <http://factfinder2.census.gov>

APPENDIX E
Commuting Characteristics of Los Angeles Workers
by Council District

	Number	Drive alone	Car-pool	Public Transit (no cab)	Walk	Other means	% who work at home	Average commute time (min)
CD 1	135,202	54%	12%	24%	4%	2%	4%	31
Women	56,681	51%	13%	24%	5%	2%	5%	30
Men	78,521	56%	11%	24%	3%	2%	3%	32
CD 2	151,530	71%	10%	8%	2%	2%	5%	30
Women	68,016	70%	11%	10%	2%	1%	6%	29
Men	83,514	72%	10%	7%	2%	3%	5%	30
CD 3	114,148	73%	10%	5%	3%	3%	6%	29
Women	51,424	73%	10%	6%	2%	2%	7%	27
Men	62,724	73%	11%	5%	3%	3%	5%	31
CD 4	142,420	69%	6%	8%	4%	2%	10%	28
Women	64,457	69%	7%	8%	5%	1%	10%	28
Men	77,963	70%	6%	7%	4%	3%	10%	28
CD 5	114,550	69%	6%	5%	9%	2%	9%	25
Women	54,659	69%	6%	5%	10%	2%	9%	24
Men	59,891	70%	5%	5%	8%	2%	10%	25
CD 6	97,504	66%	14%	10%	2%	3%	4%	31
Women	42,543	64%	13%	13%	3%	2%	5%	31
Men	54,961	68%	15%	9%	2%	3%	3%	31
CD 7	113,840	72%	17%	5%	2%	2%	3%	28
Women	50,351	72%	16%	5%	2%	1%	4%	27
Men	63,489	72%	18%	4%	1%	2%	2%	29
CD 8	92,946	70%	11%	13%	1%	1%	4%	32
Women	46,019	66%	11%	15%	2%	1%	5%	32
Men	46,927	73%	11%	11%	1%	2%	3%	32
CD 9	102,074	54%	12%	21%	7%	4%	3%	30
Women	42,468	47%	13%	24%	8%	3%	5%	31
Men	59,606	58%	11%	18%	5%	5%	2%	30
CD 10	104,945	62%	9%	20%	2%	2%	4%	32
Women	48,690	61%	10%	20%	3%	1%	5%	32
Men	56,255	64%	9%	20%	2%	3%	4%	32

CD 11	111,508	74%	6%	4%	3%	3%	10%	26
Women	45,455	75%	6%	4%	2%	2%	10%	26
Men	58,661	74%	6%	3%	3%	4%	10%	25
CD 12	150,381	76%	11%	5%	2%	2%	5%	30
Women	69,937	76%	10%	5%	2%	2%	5%	29
Men	80,444	76%	11%	4%	2%	3%	5%	32
CD 13	99,564	59%	8%	19%	5%	3%	6%	30
Women	43,092	58%	9%	20%	5%	2%	5%	30
Men	56,472	60%	7%	19%	5%	3%	6%	30
CD 14	82,503	59%	12%	16%	7%	3%	4%	29
Women	34,487	56%	13%	16%	8%	2%	5%	28
Men	48,016	61%	12%	15%	6%	3%	3%	29
CD 15	103,251	73%	13%	7%	3%	2%	3%	26
Women	46,769	72%	12%	8%	3%	1%	4%	26
Men	56,482		14%	5%	3%	2%	2%	27
L.A.	1,745,818	67%	10%	11%	4%	2%	6%	29
Women	784,064	66%	10%	12%	4%	2%	6%	29
Men	961,754	68%	10%	11%	3%	3%	5%	30
L.A. County	4,384,405	72%	11%	7%	3%	2%	5%	29
Women	1,991,233	71%	11%	8%	3%	1%	5%	28
Men	2,393,172	73%	11%	7%	3%	3%	4%	30

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (S0801), Commuting Characteristics by Sex.

Council District Key

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APPENDIX F1
Comparing Commuting Characteristics
of L.A. City and County Residents

	Number of workers	Drive alone	Car-pool	Public transit (not cab)	Walk	Other means	% who work at home	Average commute time (min)
L.A. City	1,745,818	67%	10%	11%	4%	2%	6%	29
Women	784,064	66%	10%	12%	4%	2%	6%	29
Men	961,754	68%	10%	11%	3%	3%	5%	30
L.A. County	4,384,405	72%	11%	7%	3%	2%	5%	29
Women	1,991,233	71%	11%	8%	3%	1%	5%	28
Men	2,393,172	73%	11%	7%	3%	3%	4%	30

Source: U.S. Census Bureau, 2008-2012 American Community Survey 5-Year Estimates (S0801), Commuting Characteristics by Sex.

APPENDIX F2
Comparing Commuting Patterns for Los Angeles Women
With Those in Other Urban Areas

	Total workforce sample size	Female workforce	Average travel time to work for women (minutes)	% females who work from home
Los Angeles	1,745,818	784,064	28.6	6%
New York City	3,685,786	1,793,328	39.3	4%
Chicago	1,213,901	588,612	33.5	4%
Houston	988,261	431,637	24.4	4%
U.S.	139,893,639	66,006,210	23.7	4%

Source: U.S. Census Bureau, 2008-2012 ACS 5-Year Estimates. Table S0801.

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Mount Saint Mary's University

Ann McElaney-Johnson, PhD,
President

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Assistant Professor, Department of History and Political Science, Researcher

Kimberly Kenny,
Associate Vice President for Institutional Advancement

Phillip Jordan,
Manager of Communications and Marketing

Piper Murakami,
Design

Joan Cashion,
Proofing

City of Los Angeles

Mayor Eric Garcetti

First Lady Amy Elaine Wakeland

Ana Guerrero,
Chief of Staff, Mayor's Office

Matt Szabo,
Deputy Mayor for Budget & Innovation

Kelli Bernard,
Deputy Mayor of Economic Development

Jan Perry,
General Manager, Department of Economic and Workforce Development

Abigail Marquez,
Director, Workforce Development & Economic Opportunity, Mayor's Office

Nicholas Greif,
Economic Policy and Business Sector Strategy, Mayor's Office

Vicki Curry,
Associate Director of Communications, Mayor's Office

Araceli Campos,
President, Commission on the Status of Women

Farrah Parker,
Executive Director, Commission on the Status of Women

Jill Scoggins Noland,
Executive Officer, Mayor's Office of Economic Development

Saira Gandhi,
Executive Officer, Mayor's Office of City Services

Melinda Grodsky,
Assistant to the Deputy Mayor for Budget & Innovation

Helen Rigg,
Policy Analyst, Mayor's Office of Budget & Innovation

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. Weekend, evening and graduate programs are offered to both women and men. Mount alums are engaged, active, global citizens who use their knowledge and skills to better themselves, their communities and the world. www.msmu.edu

About the City of Los Angeles Commission on the Status of Women

The City of Los Angeles Commission on the Status of Women (CSW) was established through an ordinance passed by Mayor Tom Bradley and the Los Angeles City Council in 1975. The CSW's mandate is to advance the general welfare of women and girls in the Los Angeles community and to ensure that all women have full and equal participation in City government. The CSW is part of the Housing + Community Investment Department (HCID) and plays an integral role in HCID's mandate to strengthen communities. In 2015, the CSW proudly celebrates its 40th year in service. www.lawoman.lacity.org

The Report on the Status of Women and Girls in the City of Los Angeles is available online at www.lamayor.org/statusofwomen and www.msmu.edu/statusofwomen.

The City of Los Angeles

THE REPORT ON THE STATUS OF WOMEN AND GIRLS

Part 5: Public Safety

The fifth part in a five-part report.
Funded by the Los Angeles City Commission
on the Status of Women, and prepared
by Mount Saint Mary's University.



The Report on the Status of Women and Girls in the City of Los Angeles

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The Report on the Status of Women and Girls in the City of Los Angeles

Introduction

This Report on the Status of Women and Girls in Los Angeles is a compilation of current research focusing on the issues and trends affecting the women and girls who call Los Angeles home. Its aim is to provide information and to serve as a touchstone for more in-depth evaluations of gender equality throughout Los Angeles that can lead to committed action by the City and its officials, as well as by those working in the nonprofit sector.

This five-part report was organized by the City of Los Angeles Commission on the Status of Women and researched by Mount Saint Mary's University. It examines gender equity in these key areas: Demographics; Leadership; L.A.'s Veterans; Education and Workforce Development; and Public Safety.

The report was developed in conjunction with the office of Los Angeles Mayor Eric Garcetti whose "back to basics" agenda is focused on job creation and solving everyday problems for L.A. residents. Mayor Garcetti has established an open data website for the City of Los Angeles, and select data in this report can be incorporated there.

"Safe neighborhoods are the foundation of a successful city, and I want Los Angeles to be a leader in comprehensive crime prevention. All our residents deserve to feel safe, and this first-of-its-kind report provides important information that will help us develop a plan of attack to address the unique issues impacting the security of women and girls in Los Angeles."

– MAYOR ERIC GARCETTI

Funded by the Los Angeles Commission on the Status of Women, and prepared by Mount Saint Mary's University. This is the fifth part in a five-part report on the challenges and opportunities facing women in the City of Los Angeles.



Part 5: Public Safety

Part V of this five-part report examines issues of crime and public safety within the City of Los Angeles, with a detailed review of issues that have a disproportionately adverse impact on the safety, security and quality of life of women, including domestic violence, rape and human trafficking. In addition, this part of the report examines the status of women serving within the Los Angeles Police Department and the Los Angeles Fire Department.

Public safety provides the foundation for the City's residents, communities and economy to thrive. The purpose of this research is to assess and benchmark goals toward improvements in public safety, specifically in regards to the women and girls of Los Angeles who comprise half of the City's population.

The Methodology What follows is an overview of the methodology used in all five parts of the report.

Databases

This report will present data and evidence on which actions can be based. U.S. Census Bureau data are used widely throughout. The 2010 decennial census is designed to track the total population of the nation; however, we have generally used annual American Community Surveys (ACS), which are designed to provide a more timely look at how changes in communities are occurring (factfinder2.census.gov).

For these surveys, between three and four million housing units are surveyed each year. ACS data are reported as single-year estimates where the sample population is greater than 65,000; multi-year estimates are used for smaller geographical areas and sample sizes. This report uses the most recently available 2012 ACS 1-Year Estimates wherever possible, and 2008–2012 ACS 5-Year Estimates for smaller samples, including for data specific to L.A. Council Districts.

Queries to other databases used in specific sections include those from the California Department of Education (dq.cde.ca.gov), the Los Angeles Homeless Services Authority (www.lahsa.org) and the California Department of Public Health (www.cdph.ca.gov). Please refer to these websites for questions about methodology used in data gathering.

Estimating Council Districts

The U.S. Census Bureau aggregates Zip Code Tabulation Areas (ZCTAs) to represent a census block; in this report, ZCTAs have been aggregated to define the parameters of a Council District. Using a zip code map overlay, a council district has been defined by all zip codes that lie completely within its boundaries, as well as those estimated to fall geographically 50% or more within the district boundary or where the majority of population within the zip code falls within a district boundary. Double counting of zip code areas has been minimized.¹ With this approach, the following zip codes were used to define council districts and have been used in gathering data for council districts:

Zip Codes Used to Define Los Angeles City Council Districts

COUNCIL DISTRICT	ZIP CODES
CD 1 East/Northeast L.A.	90006, 90012, 90017, 90031, 90042, 90057, 90065
CD 2 Southeast San Fernando Valley	91401, 91405, 91601, 91602, 91604, 91605, 91606, 91607
CD 3 Southwest San Fernando Valley	91303, 91306, 91335, 91356, 91364, 91367
CD 4 Mid-City/Hollywood Hills areas	90010, 90020, 90027, 90036, 90046, 90068, 91403, 91423
CD 5 West L.A., Inland	90024, 90025, 90035, 90048, 90064, 90067, 90077, 90095, 91316, 91436
CD 6 Central San Fernando Valley	91352, 91402, 91405, 91406
CD 7 Northeast San Fernando Valley	91040, 91331, 91342, 91345, 91352
CD 8 South Central L.A.	90008, 90043, 90044, 90047, 90062
CD 9 Southeast L.A.	90003, 90007, 90011, 90037, 90089
CD 10 Mid-City/Baldwin Hills area	90005, 90008, 90016, 90018, 90019
CD 11 West L.A., Coastal	90045, 90049, 90066, 90094, 90291, 90292, 90293
CD 12 Northwest San Fernando Valley	91304, 91307, 91311, 91324, 91325, 91326, 91330, 91343, 91344
CD 13 Hollywood area	90026, 90028, 90029, 90038, 90039
CD 14 Downtown, East/Northeast L.A.	90013, 90014, 90015, 90021, 90023, 90032, 90033, 90041, 90071
CD 15 Harbor area	90002, 90059, 90248, 90710, 90731, 90732, 90744

¹ E. Johnson, Mapping and Land Records Division, Bureau of Engineering (Sept. 4, 2013). A listing of council districts with zip codes that lie entirely or partially within a district may be found online, along with a map showing zip code overlays with council districts: navigatela.lacity.org/common/mapgallery/cd.cfm. In this listing, a zip code may be found in multiple districts; in this report, we minimize duplication of population counts.

Precision of Data

All data used are “estimates.” For example, the ACS numbers are based on data from a sample of the total housing units and people in the population. These data may be weighted based on characteristics of the sample needed in order to bring it into closer agreement with the full population. The ACS reports the sampling error for each estimate with a margin of error, which has a 90% probability of containing the true value. Margins of error vary among reported data, depending in part on sample size and characteristics, but an uncertainty of 2-5% of the data point value is to be expected.²

In this report, census data points have been taken from the ACS reports; they have been reported directly and, in some cases, used to compute information of greater relevance to our issues. For simplicity, we have not included uncertainties in measured values. As a result, data in this report have been rounded to the nearest whole number and should not be viewed as exact measures.

Definitions

In all five parts of the report, the following terms are used throughout, except where otherwise noted:

- The term “Los Angeles” refers to the City of Los Angeles specifically, unless otherwise noted (i.e. “metropolitan L.A.” or “greater L.A.” L.A. County is also specifically noted when used).
- The term “women” generally refers to females aged 18 years and older.
- The term “girls” generally refers to females under the age of 18 years.
- The term “females” refers to all women and girls.
- The term “median” refers to the middle value in a set of data; it is not to be confused with an average that is calculated out of a grouping of data.

Glossary of Key Terms

In this Public Safety part of the report, the following terms are also specifically used:

- The term “2008 vs. 2014” refers to comparison data over a uniform period of time, which is utilized to depict a more robust picture of crime trends over the course of several years and minimize reliance on data that may represent an outlier year for a variety of factors.
- The term “Part I Crime” refers to the eight most serious crimes reported to the FBI by all police agencies in the United States. These crimes include four violent offenses (homicide, robbery, rape and aggravated assault) and four property crimes (burglary, theft, arson and grand theft auto).
- The term “Part II Crime” refers to all other crimes tracked by law enforcement agencies. These crimes include simple assaults (as opposed to aggravated assaults), forgery/counterfeiting, embezzlement/fraud, receiving stolen property, weapon violations, prostitution, sex crimes, crimes against family/child, narcotic drug laws, liquor laws, drunkenness, disturbing the peace, disorderly conduct, gambling, driving under the influence and moving traffic violations.

² Note: See ACS Design and Methodology, U.S. Census Bureau, U.S. Government Printing Office (Washington, D.C.) 2009.

- The term “rape – legacy definition” refers to the definition of rape used by the Department of Justice prior to 2012, when the Uniform Crime Reporting (UCR) Summary Reporting System was revised. This previous definition defined rape as “the carnal knowledge of a female forcibly and against her will.” Many agencies interpreted this definition as excluding a long list of sex offenses that are criminal in most jurisdictions, such as offenses involving oral or anal penetration, penetration with objects, and rapes of males. In 2012, the UCR was updated to reflect this gap.
- The term “rape,” as now clarified by the UCR (2012–forward), is defined as “penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.”
- The term “sexual assault” refers to any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Falling under the definition of sexual assault are sexual activities such as forced sexual intercourse (rape), forcible sodomy, child molestation, incest, fondling and attempted rape.
- The term “violent crime” refers to the violent offenses tracked by law enforcement agencies that include homicide, robbery, rape and aggravated assault.
- The term “gang crime” refers to crimes committed by individuals who are members of, or affiliated with, a group of people who form an allegiance for a common purpose and engage in violent, unlawful or criminal activity. These individuals may or may not claim control over a certain territory in the community and engage, either individually or collectively, in violent or other forms of illegal behavior.
- The term “human trafficking” is defined by the federal Trafficking Victims Protection Act as the recruitment, harboring, transportation, provision or obtaining of a person for commercial sex acts, labor or services, through the use of force, fraud or coercion.
- The term “sex trafficking” is defined by the federal Trafficking Victims Protection Act as the recruitment, harboring, transportation, provision or obtaining of a person for the purpose of a commercial sex act where such an act is induced by force, fraud or coercion — or in which the person induced to perform such act has not attained 18 years of age.
- The term “labor trafficking” is defined by the federal Trafficking Victims Protection Act as the recruitment, harboring, transportation, provision or obtaining of a person for labor or services, through the use of force, fraud or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage or slavery.
- The term “child sex trafficking” is defined as the “recruitment, harboring, transportation, provision or obtaining of a person for the purpose of a commercial sex act... where the person is... under the age of 18 years.”³

³ Smith, L., et al., “Shared Hope International, The National Report on Domestic Minor Sex Trafficking: America’s Prostituted Children 4” (2009) [hereafter “National Report”]; http://sharedhope.org/wp-content/uploads/2012/09/SHI_National_Report_on_DMST_2009.pdf

The commercial aspect distinguishes sex trafficking from other sexual crimes like assault, rape or child sexual abuse.⁴ Many of these children are charged with prostitution or prostitution-related offenses despite being victims of statutory rape or child abuse.⁵

- The term “child sex tourism” involves the commercial sexual exploitation of a child by “an individual [that] travel[s] to foreign countries to engage in sexual activity with children.”⁶
- The term “intimate partner violence” includes physical, sexual, psychological and emotional violence, or threats of sexual or physical violence, by either a current or former spouse or partner.
- The term “Violence Against Women Act” refers to a broad-based law, formulated in 1994, in response to violence against women in America. The Act includes provisions such as the funding of domestic violence programs and new civil rights remedies for women who were victims of gender-based attacks.
- The term “City of Los Angeles Domestic Violence Task Force” refers to a group of domestic violence advocates, City representatives and other stakeholders within Los Angeles who assist in the development and coordination of City domestic violence programs, and advise and make recommendations to the L.A. City Council on legal advocacy, legislation and victim services.
- The term “child pornography” refers to the “possession, trade, advertising and production of images that depict the sexual abuse of children.”⁷ Child pornography is the term used for child sexual abuse images.⁸

Additional Notes

Throughout all five parts of this report, data sets are primarily gendered to best focus on the status of the City’s female population. However some non-gendered data are also included — either as context for a particular issue, or where gendered data are not available.

Ethnic and racial designations in this study reflect the respective U.S. Census, state or local terminology where data sets originated, unless otherwise noted.

Where possible, data are specific to the City of Los Angeles. Where City-specific data do not exist, metropolitan, state or national information is used instead.

⁴ Ibid, at 5.

⁵ Ibid, supra note 9, at 6.

⁶ U.S. Department of Justice, “The National Strategy for Child Exploitation Prevention and Interdiction,” A report to Congress, 4. August 2010. <http://www.justice.gov/psc/docs/natstrategyreport.pdf>

⁷ Ibid, at 8.

⁸ Ibid.

Public Safety: Report Highlights

- Overall crime rates in the City of Los Angeles decreased for 12 consecutive years, yet 2014 and the first half of 2015 have witnessed an increase in reports of violent crimes, including aggravated assaults and domestic violence crimes. In 2014, reports of violent crime in Los Angeles increased 14.3% from the previous year, with reports of spousal abuse increasing 27.7%.
- Women were the victims in 35% of all reported violent crimes in Los Angeles, including in 94% of all reported rapes.
- In 2014, the LAPD received 47,666 domestic violence calls for service, a rate similar to 2008. Total reported spousal abuse cases decreased by 5.5% between 2008 and 2014, although reports in the more serious category of aggravated spousal abuse increased 12%. Domestic and spousal abuse affects a disproportionate numbers of female versus male victims.
- Reports of rape in Los Angeles increased 28% between 2008 and 2014, while reports of sexual assault decreased 27% in the same time period.
- From July 2013 to June 2014, L.A.'s Sexual Assault Response Team (SART) provided support to 266 victims of sexual assault within the City. Of that total, 244 — 92% — were women. SART teams were expanded citywide in summer 2015.
- California has more reported cases of human trafficking than any other state in the nation, and Los Angeles has more child sex trafficking cases than any other city in the nation. The majority of all human trafficking victims are women and children.
- From July 2014 through June 2015, the L.A.-based Coalition to Abolish Slavery and Trafficking (CAST) provided 9,661 services to victims of labor and sexual exploitation. Females make up roughly 75% of the total number of CAST clients served in the City.
- In 2014, women comprised 19% of the Los Angeles Police Department (LAPD)'s approximately 10,000 police officers. Out of a total LAPD workforce of 12,711 people (including both civilian and sworn staff police officers), 28% are women.
- Out of 3,244 total firefighting positions in 2014, women made up just under 3% of the Los Angeles Fire Department (LAFD)'s force of firefighters. Out of a total LAFD workforce of 3,470 people (including both civilian and sworn staff firefighters), 7% are women.

Public Safety: The Woman's Perspective

Background

Public safety is the most fundamental responsibility of those entrusted with the protection of a population. This report covers how crime specifically affects females and details how ensuring public safety helps to improve the well-being of Los Angeles' women and girls.

Global studies show that females experience unique forms of violence that have both immediate and long-term physical and mental health effects. Reported crimes of violence that disproportionately impact women involve rape, physical violence, verbal and emotional abuse, human trafficking and sexual harassment.⁸

Approximately 68% of victims of serious violence experience socio-emotional problems as a result of their victimization.⁹ The rate increases when looking at crimes that most often affect females. For instance, a greater percentage of victims of intimate partner violence experienced socio-emotional problems than did victims of stranger violence. Seventy-five percent of victims of rape or sexual assault experienced socio-emotional problems.¹⁰

According to national crime statistics, Los Angeles women and girls live in one of the U.S. cities with the lowest crime rates. The following table ranks U.S. cities by crime rate, according to the FBI's Uniform Crime Reporting statistics. The rankings are arranged according to population and are based on each city's rate for six crime categories: murder, rape, robbery, aggravated assault, burglary and motor vehicle theft.

Based on this comparison of crime data, in 2013, the City of Los Angeles ranked fifth in the nation for having the lowest crime rates among U.S. cities with a population of more than 500,000.¹¹

⁸ World Health Organization, "Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence."

<http://www.who.int/reproductivehealth/publications/violence/9789241564625/en/>

⁹ Langton, L. & Truman, J. "Socio-Emotional Impact of Violent Crime." U.S. Department of Justice, Bureau of Justice Statistics, NCJ 247076, September 2014.

¹⁰ Ibid.

¹¹ CQ Press, calculated from the FBI UCR program 2013 data, released 2014.

Top 10 U.S. Cities by Crime Rate

2013 ranking	10 cities with lowest crime rates	10 cities with highest crime rates
1	El Paso	Detroit
2	New York City	Baltimore
3	Austin	Memphis
4	San Diego	Milwaukee
5	Los Angeles	Indianapolis
6	San Jose	Washington, D.C.
7	Portland	Philadelphia
8	Charlotte	Oklahoma City
9	Louisville	Houston
10	Boston	Dallas and Albuquerque (tie)

Source: CQ Press, calculated from the FBI's UCR program 2013 data, released Fall 2014.¹²

The City of Los Angeles is improving its safety level as compared with other cities in the United States. In its two previous FBI rankings, Los Angeles ranked eighth in 2011 and sixth in 2012.¹³

When viewed over a longer time period, from 2008 to 2014 the rate of total violent crime has dropped 28.9% in Los Angeles, while homicides have decreased by 32.3% in the same time period. This longer time period is used to show a more complete and meaningful picture of the crime trends over several years. Indeed, 2014 marked the fifth year in a row that Los Angeles saw fewer than 300 homicides.¹⁴ The following chart shows the overall decrease in L.A. crime rates over the past half-dozen years.

¹² Note: Crimes tracked by the UCR Program include violent crimes (murder, rape, robbery and aggravated assault) as well as property crimes (burglary, larceny/theft, motor vehicle theft and arson). Methodology of ranking cities is found at <http://www.cqpress.com/pages/cc2014>. Note: Chicago is not ranked in this report because it does not tabulate rape statistics in conformity with the Uniform Crime Reporting (UCR) program of the FBI. If rape had been excluded and cities were ranked on the remaining crimes, Chicago would have the sixth-highest crime rating.

¹³ CQ Press, accessed via "Safest and Most Dangerous U.S. Cities, 2013." <http://www.ucrdatatool.gov/>

¹⁴ Note: 293 in 2010, 297 in 2011, 299 in 2012, 251 in 2013 and 260 in 2014. Source: LAPD.

Decrease in Crime Rates Throughout Los Angeles: 2008 to 2014¹⁵

Crime	2014 vs. 2008
Homicide	-32.3%
Rape	-2.6%
Robbery	-41.0%
Aggravated Assault	-17.1%
Total violent crime	-28.9%
Burglary	-24.8%
Personal/Other Theft	-9.0%
Auto Theft	-38.8%
Total property crime	-18.8%
Total Part I crime	-20.9%

Source: LAPD Crime and Arrest Weekly Statistics 2014 Summary File
(Prepared by Application Development Support Division, LAPD).

¹⁵ Note: This report utilizes historical crime data for the City of Los Angeles from the years 2008 through 2014 to represent a trend over the past several years. This date range came from the summary data prepared by the Los Angeles Police Department's Application Development and Support Division (ADSD), which were used for this report. The ADSD prepares regular internal and public statistical reports, including reports on general crime data and trends such as those that were used for this report.

Safe Neighborhoods

KEY FINDING: Overall crime rates in the City of Los Angeles decreased for 12 consecutive years, yet 2014 and the first half of 2015 saw an increase in reports of violent crimes, including aggravated assaults and domestic violence crimes. In 2014, reports of violent crime in Los Angeles increased 14.3% from the previous year, with reports of spousal abuse increasing 27.7%. Women were the victims in 35% of all reported violent crimes in Los Angeles, including in 94% of all reported rapes.

In Los Angeles, public safety and the impacts of crimes on their victims are of particular concern for women. Over one-third of all L.A. households are now headed by women.¹⁶ Many of these households are already among the more vulnerable in the City. Twenty-three percent of all Angelenos live in poverty — and 54% of those in poverty are females.¹⁷ The L.A. poverty rate for single mothers raising children under the age of five is 49% — four times greater than the rate for married couples.¹⁸

Crime and related problems appear to be connected to a range of psychological and social psychological outcomes relevant to continued neighborhood viability.¹⁹ High crime rates impose real economic costs on local residents, which can unduly affect families headed by women, who are more likely to live in poverty than men. Businesses tend to leave high-crime areas, which further erodes a community's sense of cohesiveness and costs families more financially, by forcing residents who do not have vehicles to rely on public transit to do their shopping elsewhere.²⁰

Crime undermines the social fabric of the community.²¹ High crime rates also impose emotional costs on residents, which disproportionately affect women who are more likely to provide emotional support to their family, even as their children grow older.²²

¹⁶ U.S. Census Bureau, 2012 American Community Survey (ACS) 1-Year Estimates. Table S0201: *Selected Population Profile in the United States*. Retrieved from <http://factfinder2.census.gov>.

¹⁷ U.S. Census Bureau, 2012 ACS 1-Year Estimates Table B17001. *Poverty Status in the Past 12 Months, by Sex, by Age*. <http://factfinder2.census.gov>

¹⁸ U.S. Census Bureau, 2012 ACS 1-Year Estimates. Table DP03: *Selected Economic Characteristics*. <http://factfinder2.census.gov>.

¹⁹ Taylor, R. "Impact of Crime on Communities." *Annals of the American Academy of Political and Social Science*, Vol. 539, Reactions to Crime and Violence (May 1995), 28-45.

²⁰ Ibid.

²¹ Sampson, R. "The Community" in *Crime: Public Policies for Crime Control* (Oakland: Institute for Contemporary Studies Press, 2002), 237-240.

²² Pew Research Center, "Emotional Ties." <http://www.pewsocialtrends.org/2013/01/30/emotional-ties/>

Violent Crime

In all, through 2014, overall reports of crime in Los Angeles have decreased for 12 consecutive years.²³ Still, there have been reports of increases in crime in critical categories that have a particular impact on the safety and well-being of women and girls.

Historical Crime Rates in Los Angeles, 2008–2014

Year	Number of violent crimes	Number of property crimes	Total number	Child/spousal abuse ²⁴
2008	26,553	100,821	127,374	12,851
2009	24,070	94,240	118,310	12,774
2010	21,484	89,704	111,188	11,988
2011	20,045	86,330	106,375	11,335
2012	18,547	87,478	106,025	11,629
2013	16,524	85,844	102,368	11,141
2014	18,887	81,892	100,779	13,399

Source: LAPD Crime and Arrest Weekly Statistics, summary for 2014 and 2005.

In 2014, reports of violent crime in Los Angeles increased 14.3% from the previous year, with reports of spousal abuse increasing 27.7%. Women were the victims in 35% of all reported violent crimes in Los Angeles as seen in the chart below.

Violent Crime in Los Angeles, 2014

Crimes	Total # of victims	Total # of female victims	% of female victims	Total # of arrestees	Total # of female arrestees	% of female arrestees
Homicide	260	36	13.8%	220	27	12.3%
Rape *	1,406	1,322	94%	277	2	0.7%
Robbery **	8,670	2,566	29.6%	2,342	380	16.2%
Agg. Assault	10,618	3,462	32.6%	8,938	2,007	22.5%
Total	20,954	7,386	35.2%	11,777	2,416	20.5%

Source: LAPD Crime Analysis Mapping System (CAMS) August 2015.

Note: * The rape category in this table includes all rapes as defined under the FBI's revised rape definition for its Uniform Crime Reporting statistics. ** The robbery crime category includes records with multiple victims.

²³ L.A. Almanac reported as California Department of Justice numbers. www.laalmanac.com/crime/

²⁴ Los Angeles Police Department (LAPD), Crime and Arrest Weekly Statistics 2014 Summary File (Prepared by Application Development Support Division).

Different crimes disproportionately affect females more than males. Rape is the most gender-specific crime directed at females, with 94% of all reported victims being female. Fewer than 1% of all suspects are female. Females are less likely than males to be homicide victims (14% and 86%, respectively).

In total, L.A. females are arrested in 21% of all reported violent crimes within the City. The rates are similar in a national comparison. Federal 2011–2012 crime statistics for the four violent crime categories above reveal that 21% of all suspects arrested in cities across the nation were women.²⁵ In Los Angeles, women are held as suspects in 23% of all aggravated assault crimes and as suspects in 16% of all reported robberies.

Percentage of Violent Crimes Reported by LAPD Bureaus, 2014

LAPD bureaus	Rape *	% by bureau	Other sex crimes	% by bureau	Spousal agg. assault	% by bureau	Spousal simple assault	% by bureau
Central	324	22.2%	705	23%	342	23.7%	3,054	22.6%
South	376	25.8%	676	22%	536	37.2%	4,386	32.4%
Valley	393	26.9%	1,045	34%	393	27.3%	3,926	29%
West	367	25.1%	644	21%	171	11.9%	2,165	16%
Total	1,460	100%	3,070	100%	1,442	100%	13,531	100%

Source: LAPD Crime Analysis Mapping System (CAMS) August 2015.

Note: * The rape category in this table includes all rapes as defined under the FBI's revised rape definition for its Uniform Crime Reporting statistics.

This table above reveals that the LAPD's Central Community Bureau accounts for the least number of reported rape cases, while the Valley Community Bureau accounts for the most. The West Community Bureau accounts for the smallest number of reported domestic violence and spousal abuse cases, while the South and Valley Community Bureaus account for the majority of reported domestic violence cases. The West Community Bureau accounts for the least number of reported spousal abuse cases, while the Valley Community Bureau accounts for over a third of all reported spousal abuse cases.²⁶

²⁵ Federal Bureau of Investigation, *Crime in the United States 2013*. Table 48: *Arrests: Cities by Sex*. www.fbi.gov/

²⁶ Note: The LAPD has a detailed data-tracking process aimed at identifying the most critical public safety issues in each bureau and division within the City of Los Angeles. The LAPD implemented COMPSTAT in 2002, a data-driven process of analyzing crime, quality of life, and personnel and resource management in order to reduce crime and improve resource allocation decisions. (Source: Schick, W. "COMPSTAT in the LAPD." 2004.)

Gang Crime

Historically, Los Angeles has been dubbed the “Gang Capital” of the United States, with more than 400 gangs operating citywide, counting close to 50,000 total members. Three of the most dangerous gangs in the United States were founded in Los Angeles and are still active throughout the City: the Crips/Cribs, Bloods and 18th Street gangs.²⁷ Families and neighborhoods throughout Los Angeles are vulnerable to gang-on-gang shootings, aggravated assaults, rape and criminal threats.

Similar to the City’s overall decrease in violent crime, gang crime has also seen a continuous drop in Los Angeles over a number of years. The following chart shows the percentage change in gang crime from 2008 to 2014.

Changes in Rates of L.A. Gang-Related Crime: 2008–2014

Gang crime category	2014 vs. 2008
Homicide	-15.3%
Aggravated Assault	-40.8%
Attacks on Police Officers	-43.4%
Rape	-44.7%
Robbery (excluding carjacking)	-61.6%
Carjacking	-61.7%
Kidnap	-44.7%
Shots Inhabited Dwelling	-27.0%
Arson	+125.0%
Criminal Threats	-40.8%
Extortion	-50.0%
Total	-48.1%
Shots Fired	-42.6%
Victims Shot	-37.0%

Source: Los Angeles Police Department 2014–2015 Crime & Initiatives.

Every gang crime category has reported a decrease in cases since 2008, with the exception of the 125% increase in reported gang-related arson cases. Gang-related arson numbers are typically fairly low, which causes large percentage changes when there are any increases or decreases. In 2014, for example, there were nine reported gang-related arsons, compared with four in 2008, resulting in a large percentage swing.²⁸

In 2014, reported gang-related crimes decreased by 1.9% as compared with 2013, though gang-related homicides have increased by 7.4%. Aggravated assaults (excluding those on police officers) continue to comprise the largest gang crime category, accounting for 47.2% of all reported gang-related crimes.²⁹

Since 2008, there has been an overall decline in the number of gang-related rapes cases recorded by the LAPD.

²⁷ Los Angeles Police Department and Criminal Justice Degrees Guide. www.lapdonline.org/gangs and www.criminaljusticedegreesguide.com

²⁸ LAPD, 2014 Crime & Initiatives.

²⁹ LAPD, Consolidated Crime Analysis Database (CCAD). Data based on MO Code 0906 (Jan. 6, 2015).

Comparing Annual Numbers of Gang-Related Rape
in Los Angeles, from 2008 to 2014

	2008	2009	2010	2011	2012	2013	2014
Gang-related rape – total	43	48	42	26	34	36	28

Source: LAPD Crime Analysis Mapping System (CAMS), August 2015.

Note: All data are based on date of occurrence.

In 2014, there were 15 fewer reported cases of gang-related rape in the City, a decrease of nearly 35% since 2008.

Women and Gangs

All-female gangs are on the rise in many jurisdictions in the City. In addition, female participation and full-fledged memberships within male-dominant gangs are also steadily escalating, both nationwide and in Los Angeles specifically.³⁰

Female gang members typically support male gang members, serving as mules for drugs, couriers for weapons, and intelligence-gatherers, although many women are taking more active roles by serving as soldiers or co-conspirators. Female gang members in some jurisdictions are forming their own gang sets and are committing violent crimes comparable to their male counterparts.³¹

Gangs consistently take advantage of the perceived ability of females to attract less suspicion while in the commission of illegal activities. In many instances, for example, wives, daughters, girlfriends, or sisters of incarcerated gang members assume leadership positions when a gang leader is incarcerated. This is due, in part, to the incarcerated male leader appointing the female to oversee the gang during his absence.³²

In Los Angeles, the Mayor’s Office of Gang Reduction and Youth Development (GRYD) contracts with community-based organizations to provide gang intervention services to youth ages 14–25 in neighborhoods where gang crime and violent crime are reported at the highest levels. Over the past two and half years during which data is available, 30% of GRYD clients are girls and young women.³³

³⁰ Mayor’s Office of Gang Reduction Youth Development, City of Los Angeles.

³¹ 2013 National Gang Report, National Gang Intelligence Center.

³² Ibid.

³³ Mayor’s Office of Gang Reduction and Youth Development, City of Los Angeles.

Gangs: Prostitution and Human Trafficking

Nationwide, gang activity continues to expand into prostitution, as well as human trafficking, which can include forced exploitation of women for both sex and labor. These crimes yield steady financial rewards and are perceived to be at low risk from law enforcement detection. The National Gang Intelligence Center has identified at least 30 gangs nationwide that are involved in prostitution or human trafficking operations.³⁴

It is important to note that the majority of trafficking victims are women and children. Worldwide, women make up 55% of those exploited for labor and 98% of those trafficked for sex.³⁵ Seventy-five percent of all victims assisted by Los Angeles' Coalition to Abolish Slavery and Human Trafficking are females.³⁶ Human trafficking will be addressed in detail later in this part of the report.

³⁴ 2013 National Gang Report, National Gang Intelligence Center.

³⁵ CdeBaca, Luis. Ambassador-at-Large to Monitor and Combat Trafficking in Persons, U.S. State Department (2012). Trafficking in Persons Report (document 192587), June 2012. <http://www.state.gov/j/tip/rls/tiprpt/2012/>

³⁶ Coalition to Abolish Slavery and Trafficking (CAST). *A Serious Problem — Around the Globe and in the USA*. Key Stats. <http://www.castla.org/key-stats>

Domestic Violence and Spousal Abuse

KEY FINDING: In 2014, the LAPD received 47,666 domestic violence calls for service, a rate similar to 2008. Total reported spousal abuse cases decreased by 5.5% between 2008 and 2014, although reports in the more serious category of aggravated spousal abuse increased 12%. Domestic and spousal abuse is a crime that has particular impact on the well-being and safety of women and girls, with disproportionate numbers of female versus male victims.

The year 2014 marked the 20th anniversary of the Violence Against Women Act, which was signed into federal law in 1994. At a time when domestic violence was largely considered to be a private family matter, this legislation brought the issue of domestic violence into the national conversation, and brought critical resources and services to victims.³⁷

Specifically, the Violence Against Women Act expanded the support available to victims of domestic violence in a number of critical ways, including the establishment of a national hotline, improvements to the criminal justice system and specialized training for law enforcement to help them better understand the unique challenges faced by victims.³⁸ Since the Act took effect, the national rate of reported intimate partner violence has declined 67% and more victims are reporting domestic violence and spousal abuse to police, resulting in more arrests.³⁹

Still, those reporting numbers are likely lower than actual incidents of domestic violence. It is widely believed that domestic violence and spousal abuse remains underreported across regions.⁴⁰ In the United States, studies indicate that 22% of Americans self-identify as victims of domestic violence. Women are more likely to report being victims of severe physical violence by an intimate partner than men are (24% and 14%, respectively) and to have reported experiencing such domestic violence or spousal abuse at a younger age than men.⁴¹ African-American women (44%) and Latinas (54%) are more likely to report having experienced rape, physical violence or stalking by an intimate partner in their lifetime compared with white women (35%) and Asian American/Pacific Islander women (20%).⁴²

³⁷ Factsheet: The Violence Against Women Act, The White House.

http://www.whitehouse.gov/sites/default/files/docs/vawa_factsheet.pdf

³⁸ Ibid.

³⁹ Ibid.

⁴⁰ U.S. Department of Justice, "Family Violence Statistics: Including Statistics on Strangers and Acquaintances," 2005. www.bjs.gov/content/pub/pdf/fvs02.pdf

⁴¹ Centers for Disease Control, The National Center for Injury Prevention and Control, Division of Violence Prevention: Intimate Partner Violence in the United States. *2010 Findings of the National Intimate Partner and Sexual Violence Survey*. www.cdc.gov/violenceprevention/nisvs/.

⁴² Ibid.

Comparing Rates of Domestic Violence and Spousal Abuse
in Los Angeles, 2014 vs. 2008⁴³

	2014	2008	Difference	% change
Domestic violence calls for service – total	47,666	47,400	+266	+0.6%
Spousal abuse – aggravated	1,471	1,311	+160	+12.2%
Spousal abuse – simple	13,601	14,638	-1,037	-7.1%
Spousal abuse – total	15,072	15,949	-877	-5.5%

Source: LAPD Crime Analysis Mapping System (CAMS), August 2015.

Note: All data are based on date of occurrence.

In 2014, the LAPD received 47,666 domestic violence calls for service, a rate similar to 2008. Total reported spousal abuse cases decreased by 5.5% between 2008 and 2014, although reports in the more serious category of aggravated spousal abuse increased 12.2%.

A breakdown on the ethnicities of women who report experiencing such violence is not yet available at the City level. However, domestic violence and spousal abuse was assessed in the 2011 Los Angeles County Community Health Survey, and responses were reported in 2013.⁴⁴

Cases of Intimate Partner Violence in Los Angeles County

Item	All women	Asian/Pacific-Islander women	African-American women	Latinas	White women
% adults (18-65 years) who have ever experienced physical or sexual violence by an intimate partner since the age of 18	16.5%	5.7%	24.2%	16.3%	19.5%
% adults (18-65 years) who have experienced physical or sexual violence by an intimate partner in the last year	3.0%	2.0%	7.1%	3.0%	2.3%
Rate of emergency room visits for Intimate Partner Violence (treated and released) per 100,000 adults ⁴⁵	11	4.3	26.1	12.2	6.3

Source: Los Angeles County Community Health Survey, 2011 data.

The responses indicated that African-American women are more likely to have reported experiencing intimate partner violence than any other racial or ethnic group queried; nearly a quarter of African-American women report having experienced

⁴³ LAPD, Crime Analysis Mapping System (CAMS). Prepared by COMPSTAT/SPU. Aug. 19, 2015.

⁴⁴ Los Angeles County Department of Public Health, Office of Health Assessment and Epidemiology. *Health Indicators for Women in Los Angeles County*, June 2013; <http://publichealth.lacounty.gov/>.

⁴⁵ L.A. County Department of Public Health, Injury and Violence Prevention Program; retrieved from *Health Indicators for Women in LA County*, June 2013.

intimate partner violence, and African-American women are treated in emergency rooms more than twice as often as any other racial or ethnic group.

In 2012, nearly 158,000 calls related to domestic violence and spousal abuse were received by police agencies throughout the State of California; a quarter of those calls (39,000) came from L.A. County.

Within the City of Los Angeles, there were 18,553 calls for police assistance during a domestic dispute in 2013. Of the total calls throughout the City, 78% involved the use of a weapon. The most commonly used weapon was what the State of California Department of Justice classifies as a “personal weapon”— hands, feet, etc. — which account for 84% of all weapons involved in L.A. domestic violence-related calls for assistance. The remaining approximately 2,300 calls involved firearm, knife, cutting instrument or other dangerous instrument.⁴⁶

The City of Los Angeles has established a number of programs to address the issues of domestic violence and spousal abuse, including the Domestic Violence Task Force and the Stop Abuse From Existing (SAFE) initiative, which includes the Sexual Assault Response Team (SART) and the Domestic Abuse Response Team (DART).

The City of Los Angeles Domestic Violence Task Force was created in 1994 to assist in the development and coordination of City domestic violence programs and to advise and make recommendations to the Office of the Mayor and City Council on legal advocacy, legislation and victim services.

The SAFE program provides support to victims of sexual assault primarily through the SART and DART programs. The SART and DART programs are law enforcement-based, crisis-response team that pair trained civilian advocates with LAPD police officers to respond to reported incidents of sexual abuse or domestic violence. Advocates provide victims with emotional support, social service referrals, case management, hospital accompaniment and other related services.

The City began its SART program in the summer of 2013, after receiving a grant from the U.S. Department of Justice’s Office of Violence Against Women (OVW).⁴⁷ In SART’s first progress report, covering July 2013 to June 2014, team members provided support to 266 victims of sexual assault within the City. Of that total, 244 (92%) were women.⁴⁸

After successful pilot programs with partner service providers, the program was awarded additional competitive grant funds from OVW to allow for significant expansion of the SART program. The City established formal partnerships with three nonprofits to provide support to victims of sexual assault, and the SART program was implemented throughout Los Angeles in the summer of 2015.

⁴⁶ California Department of Justice. Criminal Justice Profiles 2012: Statewide and by County. Domestic Violence-Related Calls for Assistance (Formerly Table 14) <https://oag.ca.gov>

⁴⁷ Note: The grant is among federal “Grants to Encourage Arrest Policies and Enforcement of Protection Orders,” frequently referred to as the Arrest Policies Grant.

⁴⁸ See Appendix E for a chart showing statistics from the SART program’s 2013–2014 pilot programs in two LAPD divisions.

DART's progress reports provide a snapshot of how women are far more often the targets of domestic violence and spousal abuse. From July 2013 to June 2014, DART members responded to 3,435 incidents. Of those calls, 60% were for women (age 13 and up), compared with just 4% for men (age 13 and up).⁴⁹ Children comprised 13% of reported victims, while 23% of reported victims were unknown.⁵⁰

In 2015, in response to increases in the reporting of domestic violence crimes, the Mayor's Office expanded the DART program to cover the entire City. DART programs are now operational across Los Angeles.

⁴⁹ City of Los Angeles, Office of Mayor Eric Garcetti, Department of Homeland Security and Public Safety. Domestic Abuse Response Team Data, FY 2013.

⁵⁰ See Appendices C and D for a full look at DART's FY 2013–2014 Progress Report Statistics.

Rape and Sexual Assault

KEY FINDING: Reports of rape in Los Angeles increased 28% between 2008 and 2014, while reports of sexual assault decreased 27% in the same time period.

Nearly one out of every five American women (19.3%) report being raped during their lifetimes.⁵¹ From 2008 to 2012, sexual assault was one of the most underreported crimes nationally, with an estimated 68% unreported.⁵² In addition, an estimated 98% of rapists never spend a day in jail or prison.⁵³

That backdrop led to the U.S. Department of Justice's recent redefining of rape. In 2012, the Department of Justice announced revisions to its definition of rape, which had not been updated since 1929. The revised, federally recognized definition of rape makes the crime gender neutral (previously, men were excluded from being victims); either gender can be victim or perpetrator. The new definition also includes instances of rape with an object, as well as instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity, including due to the influence of drugs or alcohol.⁵⁴

These changes are significant because the prior "legacy" definition of rape contributed to an inaccurate understanding of the scope of the crime, and a smaller number of cases that were counted as rapes. This resulted in a lack of understanding among the public about the prevalence of rape and made it more difficult to accurately demonstrate the need for services and support for rape victims.⁵⁵

As the table below reveals, the rate of total reported rape cases has recently increased by 28.4% in Los Angeles — from 1,141 in 2008 to 1,465 in 2014.

Comparing Rates of Rape and Sexual Assault in Los Angeles, 2014 vs. 2008⁵⁶

	2014	2008	Difference	% change
Rape 1 (legacy definition)	1,008	902	+106	+11.8%
Rape 2 (revised definition)	457	239	+218	+91.2%
Rape – total	1,465	1,141	+324	+28.4%
Other sexual assaults – total	1,631	2,235	-604	-27%

Source: LAPD Crime Analysis Mapping System (CAMS), August 2015.

Note: All data are based on date of occurrence.

⁵¹ Breiding et al. *Prevalence and Characteristics of Sexual Violence, Stalking, and Intimate Partner Violence Victimization – National Intimate Partner and Sexual Violence Survey, United States, 2011*. Morbidity and Mortality Weekly Report (MMWR). Sept. 2, 2014, Centers for Disease Control and Prevention.

⁵² U.S. Justice Department, *National Crime Victimization Report Survey: 2008-2012*.

⁵³ Rape, Abuse & Incest National Network (RAINN), Reporting Rates. Information compiled from the U.S. Justice Department and from the FBI's Uniform Crime Reports. <https://rainn.org/statistics>

⁵⁴ U.S. Department of Justice, "Attorney General Eric Holder Announces Revisions to the Uniform Crime Report's Definition of Rape." <http://www.justice.gov/opa/pr/attorney-general-eric-holder-announces-revisions-uniform-crime-report-s-definition-rape>

⁵⁵ FBI, Uniform Crime Reports. "Crime in the United States 2013," Rape addendum. https://www.fbi.gov/about-us/cjis/ucr/crime-in-the-u.s/2013/crime-in-the-u.s.-2013/rape-addendum/rape_addendum_final

⁵⁶ LAPD, Crime Analysis Mapping System (CAMS). Prepared by COMPSTAT/SPU. Aug. 19, 2015.

As the definition of what constitutes a rape case has changed, so, too, has what is reported as “other sexual assaults.” Reports of non-rape sexual assaults decreased in Los Angeles by 27% from 2008 to 2014.

The table below reveals the specific decrease in reported cases of gang-related rape in Los Angeles from 2008 to 2014.

Gang Crime and Sexual Assault in Los Angeles

Gang crime	2014	2008	% change
Rape 1 (legacy definition)	21	38	-44.7%
Total gang crime	3,560	6,860	-48.1%

Source: Los Angeles Police Department (LAPD) Crime Analysis Mapping System (CAMS).

Note: “Rape 2” stats are not included in the gang crime total. Rape stats for all years are based on date of occurrence.

Cases of reported rape by gang members (under the “legacy” definition) and total gang crime have decreased at similar rates since 2008. From 2013 to 2014, the number of reported gang-related rape cases dropped 30%, despite only a 2% overall drop in total gang crime within the City.⁵⁷

The City of Los Angeles expedited the processing of Sexual Assault Evidence Kits (SAEKs) after two 2008 audits determined that the City had 6,132 untested kits. With timely testing, these kits are often the best evidence available to prosecute sexual assailants. As of 2014, the City had no backlog of SAEKs and is currently testing all SAEKs within 90 days.⁵⁸

⁵⁷ Ibid.

⁵⁸ LAPD, Sexual Assault Evidence Kit (SAEK) Progress Reports July-September 2014. The independent Office of the Inspector General conducted the 2008 audits, and continues to audit and ensure accuracy of these and other types of LAPD data collection processes.

Slavery and Human Trafficking

KEY FINDING: California has more reported cases of human trafficking than any other state in the nation, and Los Angeles has more child sexual trafficking cases than any other city in the nation. The majority of all human trafficking victims are women and children. From July 2014 through June 2015, the L.A.-based Coalition to Abolish Slavery and Trafficking (CAST) provided 9,661 services to L.A.'s female victims of labor and sexual exploitation. In 2014, females made up nearly 75% of the 354 CAST clients served in the City.

Human trafficking is the business of forcing, coercing or transporting a person for exploitation as labor and/or sex slaves,⁵⁹ and it is now a \$150 billion-a-year industry, with roughly two-thirds of those illegal profits coming from commercial sexual exploitation and one-third from forced economic exploitation.⁶⁰ After drug trafficking and counterfeiting, it is the world's most profitable criminal activity.⁶¹ An estimated 30 million people are enslaved worldwide.⁶²

The majority of slavery and trafficking victims are women and children. Traffickers prey on those who suffer most from systemic issues including gender discrimination, family violence, and a lack of access to education and economic opportunity. Young adults and children from disadvantaged backgrounds are particularly vulnerable. Worldwide, women make up 55% of those exploited for labor and 98% of those trafficked for sex.⁶³

According to the U.S. Department of State, the United States is a destination country for thousands of women, children and men trafficked from all areas of the world.⁶⁴ Slavery and human trafficking does not recognize national boundaries, and this is as much a domestic issue as it is an international crisis. It is difficult to determine with certainty how many are affected by human trafficking annually in the United States. However, the FBI estimates that 100,000 children in the United States are sold for sex each year.⁶⁵ The National Human Trafficking Resource Center reports that from 2008 to 2012, the number of potential reported cases of human trafficking in the United States has increased by over 70%.⁶⁶

In part, the rise in these statistics may be attributed to increased awareness, outreach and training of first responders to recognize and report this crime. Increasingly,

⁵⁹ California State Office of the Attorney General: <https://oag.ca.gov/transnational-organized-crime>

⁶⁰ International Labour Organization, "Profits and Poverty: The Economics of Forced Labor." May 20, 2014. http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_243391/lang--en/index.htm

⁶¹ Haken, J. "Transnational Crime in the Developing World," Global Financial Integrity, February 2011. http://www.resourcegovernance.org/sites/default/files/Transnational_crime_web.pdf

⁶² Coalition to Abolish Slavery and Trafficking (CAST). *A Serious Problem - Around the Globe and in the USA*. Key Stats. <http://www.castla.org/key-stats>

⁶³ CdeBaca, Luis. Ambassador-at-Large to Monitor and Combat Trafficking in Persons, U.S. State Department (2012). Trafficking in Persons Report (document 192587), June 2012. <http://www.state.gov/j/tip/rls/tiprpt/2012/>

⁶⁴ U.S. State Department, Office to Monitor and Combat Trafficking in Persons. Trafficking in Persons Report 2012. (Washington, D.C.); www.state.gov/

⁶⁵ California State Senate SCR-102, "Commercial Sexual Exploitation of Children Awareness Week:" http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201320140SCR102

⁶⁶ Polaris Project for a World Without Slavery, National Human Trafficking Resource Center. Human Trafficking Trends in the U.S. 2007-2012; www.traffickingresourcecenter.org

trafficked individuals are being recognized as victims rather than perpetrators of crimes, such as illegal immigration or prostitution-related offenses, allowing law enforcement, policy makers, and the public to properly acknowledge and address the issue.⁶⁷ Still, many victims today continue to be criminalized for crimes they were forced to commit by traffickers.⁶⁸

Within the United States, California has emerged as a magnet for commercial sexual exploitation of children.⁶⁹ Los Angeles ranked first in the FBI’s most recent list of the 13 U.S. cities with the highest incidence rates of commercial sexual exploitation of children.⁷⁰

Overall, according to the National Human Trafficking Resource Center as noted in the table below, California has more reported cases of all types of human trafficking than any other state, largely due to the state’s sizeable economy, extensive coastline, international borders and large immigrant population.⁷¹

Comparison of State-Reported Cases of Human Trafficking⁷²

	Total cases reported, 2012–2014
California	2,174
Texas	1,255
Florida	966
New York	625

Source: National Human Trafficking Resource Center.

Los Angeles’ proximity to international borders facilitate entry into the country, and the City’s diverse communities make it easy to hide victims.⁷³ Perpetrators often move victims from place to place to make it even more difficult to find and identify trafficked victims.⁷⁴

The Coalition to Abolish Slavery and Trafficking (CAST) was created in Los Angeles in 1998, becoming one of the first organizations in the country dedicated exclusively to serving survivors of human trafficking and modern-day slavery.⁷⁵ Through the Los Angeles Metro Area Task Force on Human Trafficking, established in 2004, CAST

⁶⁷ Note: For example, legislation such as the Trafficking Victims Protection Act and the TVP Reauthorization Act of 2005 identify trafficked individuals as victims and are examples of this shift in legislative and law enforcement mindset.

⁶⁸ International Organization for Migration and the London School of Hygiene and Tropical Medicine, “Caring for Trafficked Persons,” (p.191) <http://www.castla.org/templates/files/ctp-handbook.pdf>

⁶⁹ California Alliance to Combat Trafficking & Slavery Task Force, Human Trafficking in California: Final Report 15 (2007). http://oag.ca.gov/sites/all/files/agweb/pdfs/publications/Human_Trafficking_Final_Report.pdf

⁷⁰ FBI, Crimes Against Children Unit, “The Federal Bureau of Investigation’s Efforts to Combat Crimes Against Children,” (p. 70) <https://oig.justice.gov/reports/FBI/a0908/final.pdf>

⁷¹ Polaris Project for a World Without Slavery, National Human Trafficking Resource Center. Human Trafficking Trends in the U.S. 2007-2012. www.traffickingresourcecenter.org

⁷² National Human Trafficking Resource Center, national statistics, 2012-2014. <http://www.traffickingresourcecenter.org/states>

⁷³ State of California Department of Justice, Office of the Attorney General. “What is Human Trafficking?” <http://oag.ca.gov/human-trafficking/what-is>

⁷⁴ CAST. *A Serious Problem - Around the Globe and in the USA*. Key Stats. <http://www.castla.org/key-stats>

⁷⁵ www.castla.org

works in cooperation with the LAPD, the L.A. County Sheriff’s Department, the Long Beach Police Department and other coalition partners to provide services to victims of human trafficking. Between 2010 and 2012, roughly 1,300 trafficking victims in Los Angeles were identified, although the actual number of victims is likely significantly greater than that.⁷⁶ Statewide, during the same time period, task forces arrested 1,798 individuals connected to human trafficking.⁷⁷

New case identifications continue to escalate within the City of Los Angeles. Between July 2014 and June 2015, CAST provided 9,661 services, including emergency response and shelter, social and legal services, education and training, and emotional/behavioral health assistance, to L.A. female victims of slavery or human trafficking.⁷⁸

Increasing Demand, Increasing Services Provided to L.A. Females by the Coalition to Abolish Slavery and Trafficking (CAST)

	FY2013	FY2014	FY2015
Number of services provided to female victims	5,584	7,745	9,661

Source: Coalition to Abolish Slavery and Trafficking (CAST).

In Los Angeles, as is true elsewhere, women and children are disproportionately targeted by labor and sex traffickers.⁷⁹ Overall, females made up nearly 75% of the 354 CAST clients served in Los Angeles in 2014. A slight majority of those females were victims of sex trafficking, but emerging data reveal that modern slavery includes both sex and labor trafficking. Consistently, women and girls are being deceived into labor trafficking with the promise of good jobs and a way to support their families.⁸⁰

In Los Angeles, 56% of all female, self-reporting victims are being exploited specifically for sex; 40% percent are exploited for labor, and 4% for both sex and labor.⁸¹ As the following table shows, African-American women and Latinas comprise the majority of those who are exploited in slavery and human trafficking in Los Angeles.

⁷⁶ Harris, Kamala. The State of Trafficking in California 2012, Attorney General’s Office, California Department of Justice. <https://oag.ca.gov/>

⁷⁷ State of California Department of Justice, Office of the Attorney General. “What is Human Trafficking?” <http://oag.ca.gov/human-trafficking/what-is>

⁷⁸ CAST. “Services to Female Clients.”

⁷⁹ United Nations, “Statement by Ms. Joy Ngozi Ezeilo, UN Special Rapporteur on Trafficking in Persons, Especially Women and Children.” Session of the Commission on the Status of Women, March 11, 2013. <http://www.un.org/womenwatch/daw/csw/csw57/statements/statement-ezeilo.pdf>

⁸⁰ CAST. “Type of Trafficking of Female Clients.”

⁸¹ CAST, FY2015 reports. Data are from July 2014-June 2015.

Ethnic Background of Female Clients Assisted
by CAST in Los Angeles

Race/ethnicity	% of females assisted by CAST
African American (or African)	31%
Latina	26%
Asian American (or Asian)	16%
White	9%
Pacific Islander	8%

Source: Coalition to Abolish Slavery and Trafficking (CAST).

Note: Data are from July 2014–June 2015.

In 2010, CAST set up a hotline to provide safe and anonymous help to victims of slavery and human trafficking. From 2012 to 2015, calls to the hotline more than quadrupled, from 243 calls in 2012 to 998 calls in 2015.⁸² The increase may largely be due to an increased awareness of the hotline thanks to CAST outreach efforts, nonprofit partners and referrals from law-enforcement agencies and the National Human Trafficking Resource Center.

Top Five Countries of Origin of Trafficked Victims Served by CAST

Country of origin	% of victims
Mexico	28%
United States	19%
Philippines	17%
Guatemala	8%
El Salvador	4%

Source: Coalition to Abolish Slavery and Trafficking (CAST).

The demographics of victims assisted by CAST confirm that slavery and human trafficking is as much a domestic issue as it is an international issue. Nineteen percent of all female trafficking victims assisted by CAST are U.S. citizens.

The LAPD has created partnerships with agencies on both a state and federal level to combat the issue of human trafficking within Los Angeles. In addition, the LAPD has two investigative groups that solely deal with investigation of human trafficking cases, the Human Trafficking Unit (HTU) out of the LAPD’s Detective Support and Vice Division, and the South Bureau Human Trafficking Task Force (SBHTTF) out of the LAPD’s South Bureau.

The data below from the LAPD reflects the City’s 2013–2014 statistics. These numbers are not reflective of all human trafficking cases due to the various ways that these crimes are reported.⁸³

⁸² CAST. CAST Hotline Call Volume Report. Note that the years included are fiscal years, July to June, with FY15 up-to-date through May 2015.

⁸³ Note: In addition, these numbers are not reflective of any open investigations, only the arrests made by vice officers during field enforcement operations. These numbers do not include investigations by South Bureau Human Trafficking Task Force.

LAPD Human Trafficking Unit: 2014 Report

# of trafficked individuals recovered	# of trafficked individuals referred to NGOs for support services	# of human trafficking-related arrests	# of law enforcement officers/ community members trained on anti-human trafficking strategies
31	37	44	2,615

Source: LAPD, Human Trafficking Unit, 2014 reports.

The SBHTTF investigates human trafficking-related cases where there is a minor identified as a victim and an organized crime component with gang involvement. The task force works in partnership with the FBI. According to Los Angeles County Probation, in 2010 there were 174 identified human trafficking arrests of minors. Of the 174 youth, 84% were from the South Los Angeles area: 92% of the youth were of African-American descent, and 59% had prior involvement with the County's Department of Children and Family Services.⁸⁴

In February 2014, the City of Los Angeles participated in the launch of the State Senate Bill 1193, the Anti-Human Trafficking Implementation Project, which requires businesses to post notices containing information related to slavery and human trafficking, including the CAST 24-hour hotline.

The LAPD's HTU investigative detail, which provides ongoing training to all vice units on human trafficking and conducts community outreach, has also partnered with the Los Angeles Metro Task Force on Human Trafficking and the FBI's Innocence Lost Task Force. In January 2015, HTU conducted a citywide law enforcement operation, with a concentrated focus on identifying and rescuing minors from the commercial sex industry.⁸⁵

The joint operation consisted of organizations such as CAST, Saving Innocence, Project Destiny and centers that provide support and residential housing for adult victims of sex trafficking. Personnel from the Los Angeles Department of Children Family Services, Los Angeles County Department of Probation, and FBI Victim Specialists also assisted in the investigations and provided resources to the recovered victims. More than 130 potential human trafficking suspects and victims were identified. Nine minors were rescued who had been trafficked for the purposes of sexual slavery. All minors were placed in protective custody and received assistance and social services by the partner organizations.⁸⁶

⁸⁴ LAPD, Detective Support and Vice Division, Human Trafficking Unit (Oct. 28, 2014).

⁸⁵ Ibid.

⁸⁶ Ibid.

Women in the Los Angeles Police Department

KEY FINDING: In 2014, women comprised 19% of the Los Angeles Police Department (LAPD)'s approximately 10,000 police officers. Out of a total LAPD workforce of 12,711 people (including both civilian and sworn staff police officers), 28% are women.

In addition to examining the effect of crime on Los Angeles' women and girls, it is also important to study the makeup of the City's departments that are tasked with ensuring public safety. The LAPD is the agency charged with law enforcement in the City of Los Angeles. Early in the force's history, when the LAPD hired policewomen, they were restricted in their job assignments. Policewomen were not allowed to attend the Police Academy, as they were not considered field-certified. They were also not allowed to work patrol in radio cars or to supervise men.

In the 1960s, the LAPD deployed two women to a detective assignment for the first time. In the early 1970s, the LAPD ceased hiring in the job category of "policewoman" and for the first time began hiring women police officers. This transition came as result of the Blake Lawsuit, which instituted the Unisex program. Under this new policy, women were eligible to compete for each rank alongside men.⁸⁷

Overall, the LAPD employs 12,711 people, both civilian and sworn staff police officers. In the entire LAPD, 3,573 women are employed, 28% of all personnel.⁸⁸ When examining only the civilian positions, women make up 60% of the LAPD's workforce. However, when examining the police officers who make up the LAPD's sworn staff, that percentage drops to just under 19%. This percentage has remained fairly constant since 2000, when 18% of LAPD officers were women.⁸⁹

Number of Active Sworn and Municipal Police Series by Sex and Ethnicity

Ethnicity	# female	% female	# male	% male	Total # by ethnicity	Total % by ethnicity
African American	241	2.44%	855	8.66%	1,096	11.10%
Latina/o	859	8.70%	3,578	36.23%	4,437	44.93%
Asian/Pacific Islander	99	1.00%	624	6.32%	723	7.32%
White	615	6.23%	2,724	27.58%	3,339	33.81%
American Indian	7	0.007%	26	0.26%	33	0.33%
Other	8	0.08%	12	0.12%	20	0.20%
Filipina/o	21	0.21%	207	2.10%	228	2.31%
Total by sex	1,850	18.73%	8,026	81.27%	9,876	100.0%

Source: LAPD Personnel Division, Position Control Section. Sworn Deployment Update Effective: July 11, 2015.

Note: Data are from LAPD pay period #1, 201502016, pay period ending July 11, 2015.

⁸⁷ Los Angeles Police Museum: History of the LAPD, The Los Angeles Police Department Then and Now: <http://www.laphs.org/history.html>.

⁸⁸ Los Angeles City Office of the Controller. Los Angeles City Work Force Analysis Report No. 8A. Run date: July 1, 2014.

⁸⁹ LAPD, Sworn Personnel by Rank, Gender and Ethnicity Report. http://www.lapdonline.org/sworn_and_civilian_report

Latinas and white women make up the vast majority of female police officers. Combined, they account for nearly 80% of all women serving as police officers. In national comparison, as of 2010, the City of Los Angeles had the second-most representative police force in the United States, in terms of the race gap between its officers and residents, among the country's 75 largest police forces.⁹⁰

The following table reflects the percentage of women in each rank of the LAPD, as of Nov. 30, 2014:⁹¹

Women Currently Serving in LAPD by Position

Rank of sworn staff	Percent of individuals at this rank who are female
Chief of Police	0%
Assistant Chief	33%
Deputy Chief	11%
Commander	11%
Captain 1	23%
Captain 2	26%
Captain 3	20%
Lieutenant 1	24%
Lieutenant 2	18%
Sergeant 1	16%
Sergeant 2	16%

Source: LAPD Personnel Division, 2014.

Furthermore, women make up 28% of detective positions and 18% of all officer positions.⁹²

As of 2012, across the United States, 28% of all police department employees are females (including both sworn staff and civilian positions) in cities with populations greater than one million. In those cities, women make up 12% of sworn-staff police officers and 65% of civilian employees.⁹³

The U.S. Department of Justice conducted the most recent available analysis of women in large city police departments from 1997 to 2007. That study found that the percentage of women serving as police officers in the LAPD rose from 17% to 19% over the decade, with Los Angeles coming in fifth among the 13 largest U.S. police departments in terms of women serving as full-time sworn officers.

⁹⁰ U.S. Census Bureau, ACS, EEOC, 2010.

⁹¹ LAPD, Sworn Personnel by Rank, Gender and Ethnicity Report. http://www.lapdonline.org/sworn_and_civilian_report.

⁹² Ibid.

⁹³ Uniform Crime Reports: Crime in the United States 2012, Table 74: Full-time Law Enforcement Employees by population groups; www.fbi.gov/.

Female, Full-time Sworn Officers Among the Largest U.S. Police Departments

Agency	% of female officers on force		# of female officers on force	
	1997	2007	1997	2007
Detroit	22%	27%	880	829
Philadelphia	22%	25%	1,461	1,666
District of Columbia	25%	23%	904	916
Chicago	19%	23%	2,549	3,097
Los Angeles	17%	19%	1,644	1,779
Memphis	17%	19%	250	386
New York City	15%	17%	5,743	6,151
Dallas	16%	17%	444	527
San Francisco	15%	16%	303	378
Baltimore	14%	16%	432	485
Boston	13%	14%	275	293
Houston	12%	13%	673	656
Las Vegas Metro *	8%	9%	113	219

Source: U.S. Bureau of Justice Statistics.

Note: Data obtained from the BJS 1997 and 2007 Law Enforcement Management and Administration Statistics (LEMAS) surveys. Includes police departments with 2,000 or more sworn officers in 2007. Phoenix police department did not provide a distribution of officers by sex and was excluded. *Las Vegas Metro numbers do not include correctional officers.

According to the table above, Los Angeles has the fifth-greatest percentage of females in its City police force, out of the most populous cities across the United States. Despite the ranking, the data reveal that fewer than one in five LAPD sworn officers are female.

Women in the Los Angeles Fire Department

KEY FINDING: Out of 3,244 total firefighting positions in 2014, women made up just under 3% of the Los Angeles Fire Department (LAFD)'s force of firefighters. Out of a total LAFD workforce of 3,470 people (including both civilian and sworn staff firefighters), 7% are women.

Although women have worked in an administrative capacity with the LAFD for decades, uniformed women first joined the LAFD as paramedics in 1978 and as firefighters in 1983. The year 2013 marked 35 years of service for uniformed women of the LAFD.⁹⁴

In that time period, women have served at nearly all levels of the LAFD, holding positions of firefighter, paramedic, diver, emergency dispatcher, engineer, apparatus operator, fire inspector, captain I and captain II, battalion chief and deputy chief.

The number of women in the LAFD peaked in 2008, with 107 women. In 2009, a hiring freeze was enacted; thus, when women retired, they were not replaced with new recruits who could either take their place or add to the number of women in the department. The hiring freeze was lifted in 2014.

Total Women Serving in the LAFD by Year

Year	Number of women
2006	95
2007	97
2008	107
2009	106
2011	96
2012	94
2013	88
2014	88

Source: Los Angeles Fire Department's Quarterly Fire Department Diversity Reports. Feb. 13, 2014.

Overall, the LAFD employs 3,470 people, both civilian and sworn staff firefighters. In the entire LAFD, 237 women are employed, 7% of all personnel.⁹⁵

When examining only civilian positions, women make up 50% of the LAFD's workforce. However, when examining the firefighters who make up the LAFD's sworn staff, that percentage drops to under 3%.

⁹⁴ Los Angeles Fire Department (LAFD). <http://joinlafd.org/women.html>

⁹⁵ Los Angeles City Office of the Controller. Los Angeles City Work Force Analysis Report No. 8A. Run date: July 1, 2014.

LAFD Firefighters by Gender and Ethnicity⁹⁶

Ethnicity	# female	% female	# male	% male	# total	% total
African American	7	0.22%	363	11.19%	370	11.40%
Latina/o	8	0.25%	1,009	31.10%	1,017	31.35%
Asian American	4	0.12%	173	5.33%	177	5.46%
White	73	2.25%	1,539	47.44%	1,612	49.69%
Filipina/o	1	0.03%	55	1.70%	56	1.73%
Native American	0	0.00%	12	0.37%	12	0.37%
Other	0	0.00%	0	0.00%	0	0.00%
Total	93	2.87%	3,151	97.13%	3,244	100%

Source: LAFD's Quarterly Fire Department Diversity Reports. Feb. 13, 2014.

Note: Data are accurate as of January 2014.

Of all women serving as firefighters in the LAFD, 78% are white. No other ethnicity is represented in double digit numbers within the force. The recruitment of women and minorities in the LAFD has been a well-documented issue for the department. According to the 2015 RAND Corporation report, out of all LAFD applicants to fill out a preliminary background application and meet minimum requirements, only 5% were women. In the end, only three women in that applicant pool met all the requirements and passed all the tests necessary to be accepted into the LAFD, 1.6% of the cohort.⁹⁷

The following table reflects the number of women serving in each position within the LAFD, as of July 29, 2015.⁹⁸

Women Currently Serving in LAFD by Position

Position	Number of individuals in this position who are female
Firefighter I	4
Firefighter III	39
Apparatus Operator	2
Inspector I	11
Inspector II	2
Engineer	5
Captain I	17
Captain II	13
Battalion Chief	6
Assistant Chief	0
Deputy Chief	0

Source: LAFD Personnel Division, 2015.

⁹⁶ LAFD, *Quarterly Fire Department Diversity Reports*. 13 Feb. 2014. Raw data.

⁹⁷ RAND Corporation, *Recommendations for Improving the Recruiting and Hiring of Los Angeles Firefighters*. Table 4.1: "Number and Percentage Moving On at Each Selection Step, 2013 Applicant Cohort," 2015.

⁹⁸ LAFD, *Quarterly Fire Department Diversity Report*, Aug. 18, 2015, Board of Fire Commissioners Meeting. http://ens.lacity.org/lafd/lafdreport/lafdlafdreport186497754_08112015.pdf

According to a 2013 report by the U.S. Department of Labor's Bureau of Labor Statistics, there were 11,100 female career firefighters in the United States, 3.7% of the national firefighting force.⁹⁹

Los Angeles fares slightly better than several comparably sized cities in terms of its percentage of female firefighters. In 2014, there were approximately 10,300 firefighters in all ranks of the New York City Fire Department (FDNY) and 46 of those were women, which equates to less than half of 1%.¹⁰⁰ In Chicago, there are approximately 5,000 firefighters with about 120 women, which equates to 2.4% of that workforce.¹⁰¹

Both New York City and Chicago have been the subject of extensive lawsuits due to their hiring practices. In 2013, a federal judge awarded \$2 million after ruling the Chicago Fire Department "discriminated against women with a physical fitness test that was measuring brawn over the ability to do the job."¹⁰² In 2007, the Justice Department sued the FDNY for discriminatory hiring practices. By 2012, the FDNY made significant progress in recruiting women and minorities. Of the 42,161 applicants who took the firefighter exam in the spring of 2012, 19,260 were of minority descent and 1,952 were women, both all-time highs.¹⁰³

Some cities that have seen larger numbers of women join their fire departments have been very proactive in their efforts to hire women firefighters. According to statistics available from the Portland Fire Department, in 2010–11, 7% of its firefighters were women.¹⁰⁴ According to statistics available from the Seattle Fire Department, approximately 9% of its fire department consists of women.¹⁰⁵ In addition, a number of cities, including many in California, have named women as fire chiefs, including San Francisco (Joanne Hayes-White), Phoenix (Kara Kalkbrenner) and Fresno (Kerri Donis).

⁹⁹ International Association of Women in Fire and Emergency Services. <https://i-women.org/>

¹⁰⁰ CNN. <http://www.cnn.com/2014/07/16/living/female-firefighter-calendar-fdny/>

¹⁰¹ The Huffington Post. http://www.huffingtonpost.com/2014/01/30/females-fdny_n_4694314.html

¹⁰² The Chicago Tribune. http://articles.chicagotribune.com/2013-05-04/news/chi-women-settle-suit-with-chicago-fire-department-20130504_1_new-test-marni-willenson-written-test

¹⁰³ The New York Times. <http://www.nytimes.com/2012/05/09/nyregion/new-york-fire-department-gains-minority-and-female-applicants.html>

¹⁰⁴ The City of Portland. <http://www.portlandoregon.gov/fire/article/411010>

¹⁰⁵ National Fire Protection Association. *Survey of Fire Departments for United States Fire Experience*. <http://www.seattle.gov/fire/statistics/2013FESurveySFD.pdf>

APPENDICES

APPENDIX A
Public Health Service Planning Areas and Council Districts

SPA	Name of SPA	Council districts served
1	Antelope Valley	(County only)
2	San Fernando	2, 3, 4, 5, 6, 7 and 12
3	San Gabriel	(County only)
4	Metro	1, 4, 13 and 14
5	West	10 and 11
6	South	8 and 9
7	East	(County only)
8	South Bay	15

Source: Retrieved from map located at www.annenbergfoundation.org/.

Note: CD 4 is serviced by both SPA 2 and 4; CD 10 is serviced by both SPA 4 and 5.

Council District Key

CD 1: East/Northeast L.A.	CD 6: Central San Fernando Valley	CD 11: West L.A., Coastal
CD 2: Southeast San Fernando Valley	CD 7: Northeast San Fernando Valley	CD 12: Northwest San Fernando Valley
CD 3: Southwest San Fernando Valley	CD 8: South Central L.A.	CD 13: Hollywood area
CD 4: Mid-City/Hollywood Hills area	CD 9: Southeast L.A.	CD 14: Downtown, East/Northeast L.A.
CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

APPENDIX B
Neighborhood Qualities Rated by L.A. City Residents

Item	County-wide	SPA 2 San Fernando (CD 2–7, 12)	SPA 4 Metro (CD 1, 4, 13, 15)	SPA 5 West (CD 10, 11)	SPA 6 South (CD 8, 9)	SPA 8 South Bay (CD 15)
% of adults who believe their neighborhood is safe from crime	84.3%	85.1%	84.8%	98.0%	64.4%	86.3%
% adults who report adequate lighting around buildings and streets in their neighborhood	79.2%	71.1%	77.9%	86.3%	72.1%	91.2%
% adults who report that their streets and sidewalks are well-maintained in their neighborhood	80.4%	79.5%	71.2%	82.6%	70.2%	86.3%
% adults whose neighborhoods do <i>not</i> have walking paths, parks, playgrounds or sports fields	14.2%	16.0%	18.8%	10.3%	16.5%	12.0%
% adults who report little or no graffiti or vandalism in their neighborhood	69.2%	74.2%	61.4%	82.0%	38.5%	73.6%
% adults who report little or no trash and litter in the streets or on properties in their neighborhood	76.1%	81.9%	69.2%	93.5%	56.6%	76.8%

Source: Los Angeles County Department of Public Health.

Note: These numbers are for both women and men.

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CD 4: Mid-City/Hollywood Hills area	CD 9: Southeast L.A.	CD 14: Downtown, East/Northeast L.A.
CD 5: West L.A., Inland	CD 10: Mid-City/ Baldwin Hills area	CD 15: Harbor area

APPENDIX C
DART Progress Report Statistics, July 2013 to June 2014

		Totals	
Immediate crisis intervention	On-scene w/LAPD	1,169	
	Domestic Violence Walk-ins	369	
	Referrals from LAPD	899	
	Hotline Calls	392	
	TOTAL	2,829	
Follow Up Services Provided			
Follow-up services	Restraining Orders Granted	279	
	Restraining Orders Requested	291	
	Shelter Placement	64	
	Attempted Placement	250	
	EPOs Issued	149	
	EPOs Denied	20	
	ACCOMPANIMENT TOTAL	1,576	
	Civil Court	256	
	Civil Legal	56	
	Criminal Court	150	
	Victim/Survivor Advocacy	861	
	Hospital	17	
	Personal	115	
	Language	80	
	Other	41	
Demographics	# of Women (13+)	2,075	
	# of Men (13+)	138	
	# of Children (0-12)	447	
	# Unknown	775	
	TOTAL	3,435	
	American Indian/Alaskan Native	7	0.22%
	Asian American	30	0.96%
	African American	374	11.96%
	Hispanic/Latino	1,595	51.01%
	Native Hawaiian/Pacific Islander	8	0.26%
	White	226	7.23%
	Other	887	28.37%
	TOTAL	3,127	

Trainings provided		# of classes	# of participants
	Law Enforcement	134	1,874
	Domestic Violence Advocates	95	905
	Community Members	121	1,993
	TOTAL	350	4,772
Other services offered		Times	Participants
	Transportation	83	88
	Self-Defense Class	20	21
	Parenting Class	58	99
	Other	468	201
	TOTAL	629	409
Outreach	Phone	2,724	
	In Person	238	
	Email	45	
	TOTAL	3,007	
DV/gang nexus	Perpetrator or Victim	#P	#V
	# of Perpetrators Identified as Gang members	84	37

Source: City of Los Angeles, Office of Mayor Eric Garcetti, Homeland Security and Public Safety. Domestic Abuse Response Team Data FY 2013.

APPENDIX D
DART Progress Report Statistics, July 2012 to June 2013

	DART Agency	Total	
Immediate crisis intervention	On-scene w/LAPD	736	
	Domestic Violence Walk-ins	256	
	Referrals from LAPD	652	
	Hotline Calls	171	
	TOTAL	1,644	
Follow Up Services Provided by Dart Agency			
	EPOs and Restraining Orders	477	
	Court Accompaniment	1140	
	Shelter Placement	45	
	Attempted Placement	401	
Demographics	# of Women	1,063	
	# of Men	57	
	# of Children	686	
	TOTAL	1,806	
	American Indian/Alaskan Native	0	0.00%
	African American	166	10.94%
	White	130	8.57%
	Asian American	0	0.00%
	Hawaiian/Pacific Islander	23	1.52%
	Hispanic/Latino	1,165	76.80%
	Other	33	2.18%
	TOTAL	1,517	
	Trainings provided		# of classes
Law Enforcement		128	1,451
Domestic Violence Advocates		47	601
Community Members		85	1,261
Other services offered		# of times	# of participants
	Transportation	44	31
	Self Defense Class	2	11
	Parenting Class	15	30
	Other	174	207
	Perpetrator or Victim	P	V
DV/gang nexus	# of Perpetrators Identified as Gang Members	120	13

Source: City of Los Angeles, Office of Mayor Eric Garcetti, Homeland Security and Public Safety. Domestic Abuse Response Team Data FY 2012.

APPENDIX E
SART Progress Report Statistics, July 2013 to June 2014

		Totals	
Immediate crisis intervention	On-scene w/LAPD	106	
	Domestic Violence Walk-ins	70	
	Referrals from LAPD	50	
	Hotline Calls	5	
	TOTAL	231	
Follow-up services provided			
Follow-up services	Restraining Orders Granted	1	
	Restraining Orders Requested	1	
	Shelter Placement	0	
	Attempted Placement	0	
	EPOs Issued	0	
	EPOs Denied	0	
	ACCOMPANIMENT TOTAL	203	
	Civil Court	22	
	Civil Legal	2	
	Criminal Court	14	
	Victim/Survivor Advocacy	25	
	Hospital	93	
	Personal	45	
	Language	2	
	Other	0	
Demographics	# of Women (13+)	244	
	# of Men (13+)	7	
	# of Children (0-12)	8	
	# Unknown	7	
	TOTAL	266	
	American Indian/Alaskan Native	1	0.39%
	Asian American	1	0.39%
	African American	43	16.60%
	Hispanic/Latino	149	57.53%
	Native Hawaiian/Pacific Islander	1	0.39%
	White	32	12.36%
	Other	32	12.36%
	TOTAL	259	
Trainings provided		# of classes	# of participants
	Law Enforcement	0	0
	Domestic Violence Advocates	2	42
	Community Members	1	35
	TOTAL	3	77

Other services offered		Times	Participants
	Transportation	4	78
	Self-Defense Class	11	11
	Parenting Class	0	0
	Other	0	0
	TOTAL	15	89
Outreach	Phone	171	
	In Person	33	
	Email	550	
	TOTAL	754	
DV/gang nexus	Perpetrator or Victim	P	V
	# of Perpetrators Identified as Gang Members	0	0

Source: City of Los Angeles, Office of Mayor Eric Garcetti Homeland Security and Public Safety. Sexual Assault Response Team Data FY 2013.

APPENDIX F
LAPD Bureaus, Stations and Council Districts Served

Bureau	Police stations	Number of officers deployed*	Council districts served	2014 number of victims of Part I crime**
Central	Central Hollenbeck Newton Street Northeast Rampart	1,533	1,9,13 and 14	23,224
South	77 th St. Harbor Southeast Southwest	1,447	8,10 and 15	24,467
West	Hollywood Olympic Pacific West L.A. Wilshire	1,374	4,5,10 and 11	25,308
Valley	Devonshire Foothill Mission North Hollywood Topanga Van Nuys West Valley	1,788	2,3,4,5,6,7 and 12	32,927
Citywide				105,926

Source: LAPD CAMS (RACR/RDU, 2/26/15).

Note: *As of December 2011. **Includes multiple victims for some crimes.

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APPENDIX G
 Historical Trends of Total Part I Crimes by Bureau

	2014	2013	2008
Central Bureau	22,123	21,019	27,602
South Bureau	23,625	23,830	28,395
Valley Bureau	31,382	33,823	42,572
West Bureau	23,649	23,447	28,683
Citywide Total	100,779	102,119	127,252

Source: LAPD, Information Technology Bureau/Application Development and Support Division's 7-Year Comparison report, based on date of occurrence, dated Jan. 6, 2015.

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Kimberly Kenny,
Assistant Vice President for Institutional Advancement

Phillip Jordan,
Manager of Communications and Marketing

Piper Murakami,
Design

Sarah Scopio,
Proofing

City of Los Angeles

Mayor Eric Garcetti

First Lady Amy Elaine Wakeland

Ana Guerrero,
Chief of Staff, Mayor's Office

Vicki Curry,
Associate Director of Communications, Mayor's Office

Araceli Campos,
President, Commission on the Status of Women

Farrah Parker,
Executive Director, Commission on the Status of Women

Jill Scoggins Noland,
Executive Officer, Mayor's Office of Economic Development

Melinda Grodsky,
Assistant to the Deputy Mayor for Budget & Innovation

Jeff Gorell,
Deputy Mayor, Homeland Security and Public Safety, Office of Mayor Eric Garcetti

Neeraj Bhatnagar,
Director, Homeland Security & Public Safety, Office of Mayor Garcetti

Charlie Beck,
Chief, Los Angeles Police Department

Kristin Crowley,
Battalion Chief, Los Angeles Fire Department

Eileen Decker,
Former Deputy Mayor, Homeland Security and Public Safety,
Office of Mayor Garcetti

Graham Everett,
Assistant Chief, Chief of Staff to Chief Ralph Terrazas, Los Angeles Fire Department

Alisa Finsten,
Director Grants & Finance, Homeland Security and Public Safety,
Office of Mayor Garcetti

Beatrice Girmala,
Deputy Chief, Los Angeles Police Department

Steve Hissong,
Battalion Chief, Los Angeles Fire Department

Kristina Kepner,
Captain II, Los Angeles Fire Department

Sandy Jo MacArthur,
Assistant Chief, Los Angeles Police Department

Sean Malinowski,
Commander, Chief of Staff to LAPD Chief Charlie Beck,
Los Angeles Police Department

Michel Moore,
Assistant Chief, Los Angeles Police Department

John M. Neuman,
Assistant Commanding Officer, Real Time Analysis and Critical Response Division,
Los Angeles Police Department

Thalia Polychronis,
Executive Officer, Homeland Security & Public Safety, Office of Mayor Garcetti

Gregory Reynar,
Assistant Chief, Los Angeles Fire Department

John Romero,
Commanding Officer, Real Time Analysis and Critical Response Division,
Los Angeles Police Department

Drew Steinberg,
Director, Homeland Security & Public Safety, Office of Mayor Garcetti

Ralph Terrazas,
Chief, Los Angeles Fire Department

Anne Tremblay,
Director of Gang Reduction and Youth Development (GRYD),
Homeland Security & Public Safety, Office of Mayor Garcetti

Jennifer Thomas,
Captain, Real Time Analysis and Critical Response Division,
Los Angeles Police Department

Analyn Vergara,
Police Officer III, Real Time Analysis and Critical Response Division,
Los Angeles Police Department

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. Weekend, evening and graduate programs are offered to both women and men. Mount alums are engaged, active, global citizens who use their knowledge and skills to better themselves, their communities and the world. www.msmu.edu

About the City of Los Angeles Commission on the Status of Women

The City of Los Angeles Commission on the Status of Women (CSW) was established through an ordinance passed by Mayor Tom Bradley and the Los Angeles City Council in 1975. The CSW's mandate is to advance the general welfare of women and girls in the Los Angeles community and to ensure that all women have full and equal participation in City government. The CSW is part of the Housing + Community Investment Department (HCID) and plays an integral role in HCID's mandate to strengthen communities. In 2015, the CSW proudly celebrates its 40th year in service. www.lawoman.lacity.org

The Report on the Status of Women and Girls in the City of Los Angeles is available online at www.lamayor.org/statusofwomen and www.msmu.edu/statusofwomen.