

**The
Report
ON THE Status
OF Women
and Girls
IN CALIFORNIA™**

A Focus on Women in the Workforce

2018

Mount 
Saint Mary's
University
LOS ANGELES

Table of Contents

- 2 Introduction: Why Focus on Women in the Workforce?**
- 4 California’s Women and Girls by the Numbers**
- 6 Profile of California’s Employed Female Population and Occupations**
 - A CLOSER LOOK:
Occupational Sex Segregation
 - A CLOSER LOOK:
The Lack of Women in STEM
- 10 Persistent Gender Gaps in Business Leadership**
 - A CLOSER LOOK:
Women in the C-Suite
- 12 California Women and Politics**
 - A CLOSER LOOK:
Women in Politics
- 14 Women and Earnings**
- 15 Persistent Gender Gaps in Earnings of California’s Women Working Full Time, Year Round**
 - California Gender Wage Gap as a Function of Race and Ethnicity
 - Nationwide Gender Wage Gap as a Function of Age
 - A CLOSER LOOK:
Establishing the Gender Pay Gap
- 18 Mothers in the Workplace**
 - Family-Friendly Policies and Practices
 - Stress and Health
 - Single Mothers
 - A CLOSER LOOK:
Gender Role Expectations and Family Leave
- 20 Sexual Harassment in the Workplace**
 - A CLOSER LOOK:
Sexual Harassment at Work
- 22 Conclusion: How to Go from Better to Good When it Comes to Gender Equity in the Workforce**
- 24 *Collectif*: A Space Dedicated to the Advancement of Women and Girls**
- 28 References**
- 31 Contributors and Acknowledgments**
- 32 Engage for Equity**

As I reflect upon the past year, I am inspired by the women and men who have come together through large and small acts to advocate for an equitable world—one that acknowledges and celebrates women’s full participation in all aspects of society. While we still have much work ahead of us to reach gender parity in California and throughout the country, I feel hopeful. Our culture, and the conversations around what women are willing to tolerate, is shifting. My hope is that this year’s Report on the Status of Women and Girls in California,TM which focuses on a host of issues confronting women in the workforce, both advances and broadens these overdue conversations.

Women’s safety and standing in the workplace are not negotiable, and women’s obstacles in the workplace are not limited to any single issue. That’s why we must approach these problems, and solutions, with a wide-angled lens. We must look at education, family-friendly practices at work and paid family leave policies. We must also continue to expand professional options for women in all industries. Whether we’re talking about the boardroom or the factory floor, about longtime residents or new immigrants, we must make it possible for all women to provide for their families and to access new opportunities for themselves.

The Center for the Advancement of Women at Mount Saint Mary’s University produced this year’s Report and I urge you to use it as a tool to discuss these timely workforce issues. You will also find online *Collectif*, a debut collection of Mount Saint Mary’s faculty and student writing that further explores workforce issues such as women in the media, women in engineering, re-entry to civilian life for formerly incarcerated women and more.



We are witnessing a groundswell—women are using their voices to speak out for themselves and on behalf of vulnerable populations. We are running for office, getting involved in our communities and working to enact change.

Together, we are moving forward.

Sincerely,

A handwritten signature in black ink that reads "Ann McElaney-Johnson".

Ann McElaney-Johnson

Why Focus on Women in the Workforce?

Since 2012, Mount Saint Mary's University's annual Report on the Status of Women and Girls in California™ has chronicled where women are flourishing and where they are falling behind. We've learned a few things through the years. Among those lessons: In order to create change at a policy level, women must have equity, access and agency. Equal opportunity, empowered voices and positions of influence are critical to women's advancement.

Yet when it comes to the American and Californian workforce, those attributes are all too often absent.

That's why this year's Report shines a spotlight on conditions for women in the workforce and examines why certain obstacles and biases continue to undermine professional opportunities for California's women.

This targeted approach enables us to examine issues ranging from occupational sex segregation and gender typing to workforce safety, family-friendly employment policies and the ever-stubborn gender wage gap.

The resulting data can be used to advocate for gender equity that enhances the wellbeing of every Californian. More than simply providing our findings, we offer context and identify some of the driving forces that help explain why gender bias persists in the workplace.

Some highlights in this year's Report:

- **Occupational sex segregation — the concentration of women and men in different occupations — is still a reality for our workforce.** For example, women are overrepresented in caregiving occupations and in support roles (such as personal assistants), but underrepresented in areas such as politics and private sector leadership. There are many reasons why this artificial division has come to be. Among them, we explore the effect of gender typing, which happens when jobs come to be understood culturally as either “male” or “female”—making it more difficult for one gender to break through in an occupation that is traditionally considered reserved for the opposite sex.
- Another reason women remain underrepresented in certain male-dominated industries is because too few women are studying those fields in school. In 2015–2016, for example, only 1% of all bachelor's degrees awarded to women were in computer and information science. A mere 2% were awarded to women in engineering.¹ **Academic degrees matter.** If we want to enable more women to pursue positions of influence in these fields, it starts with their education.
- No matter the job, **women are generally underpaid compared to men working the same jobs.** In California, women working full time and year round make 88 cents for every dollar men earn. Because of lower earnings, there is less opportunity for women to accrue assets and savings than men. As a result, women as a whole own only 32 cents for each dollar men own.² No matter how you look at it, California women are generally far more economically insecure than men.
- **The gender wage gap remains even more pronounced for women of color.** When we compare the median earnings for women of different races to the median earnings of white men, the most privileged earners, the data show great disparity: For each dollar earned by white men, Latinas earn 42 cents, African American women earn 59 cents, Asian American women earn 75 cents, and white women earn 78 cents.³
- Beyond the wage gap itself, this Report considers women across the earnings spectrum. Staggeringly, **5% of women who work full time and 52% of those working part time have earnings below the Federal Poverty Level.** By another measure, more than 800,000 households statewide are headed by single mothers, and 38% of those households live in poverty.
- This Report also takes note of the **economic hardships that working mothers face throughout their careers.** The peak years for childbearing and childcare coincide with the prime years for professional development and growth (25–34 years of age). When women “step out” or “pause” their careers to give birth and assume the primary role in caring for children, the pay gap widens. Once the gap is established, it continues to grow. Even when women re-enter the workforce, data indicate that it is difficult to make up the difference in pay.

- **Sexual harassment has long been an insidious part of workplace culture in the United States.** A 2017 national poll indicates that 30% of women across the U.S. have experienced unwanted sexual advances in the workplace—and that a quarter of those advances were from men who had influence over their work situation. Almost a quarter of American women (23%) indicate that they have been sexually harassed.⁴ The allegations levied against powerful men across industries in 2017–2018 have thrown into sharp relief the pervasiveness of the problem.

The findings of this year's Report suggest that **women continue to face implicit bias**, or stereotypes held by others that unconsciously affect attitudes and actions, that impedes success in the workplace. In addition, the many women who attempt to balance the responsibilities of motherhood with the demands of a career often do so without the critical infrastructure needed to ensure their success in both areas.

The loss is not just theirs. California's communities and economies suffer, too, when half of the workforce is not achieving its full economic potential due to pay, wealth and policy inequities.

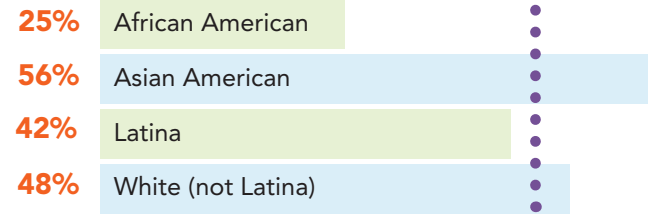
*The Report is produced by the Center for the Advancement of Women at Mount Saint Mary's University and utilizes social science research to contextualize the data. It is not exhaustive in the presentation of scholarly theoretical frameworks. This year, the Center also proudly presents the inaugural edition of *Collectif*, an online anthology of original research related to the content of the 2018 Report. Visit the Center's website for more information and research. MSMU.EDU/CAW*

MEDIAN AGE OF CALIFORNIA WOMEN



MARITAL STATUS OF WOMEN IN CALIFORNIA

45% of women 15 years & older are married. Of all women in an ethnic or racial category:



This demographic profile of California women provides some insight on how women and girls are faring as a group by race and ethnicity.

California's Women &

LATINA
7,596,798
38%

WHITE
7,370,604
37%

CALIFORNIA WOMEN & GIRLS LIVING IN POVERTY

15% live at the Federal Poverty Level. Of all women in an ethnic or racial category, this includes:

- 23%** AFRICAN AMERICAN
- 12%** ASIAN AMERICAN
- 21%** LATINA
- 10%** WHITE (NOT LATINA)

ASIAN AMERICAN
2,950,176
15%

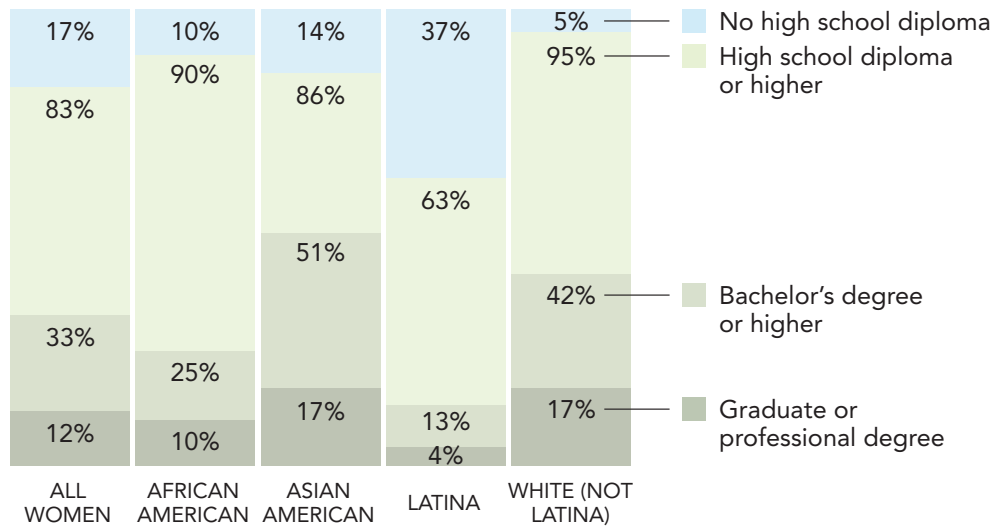
AFRICAN AMERICAN
1,140,984
6%

ALL OTHER RACES
700,224
4%

WOMEN AND GIRLS IN CALIFORNIA MAKE UP **50%** OF THE POPULATION, OR

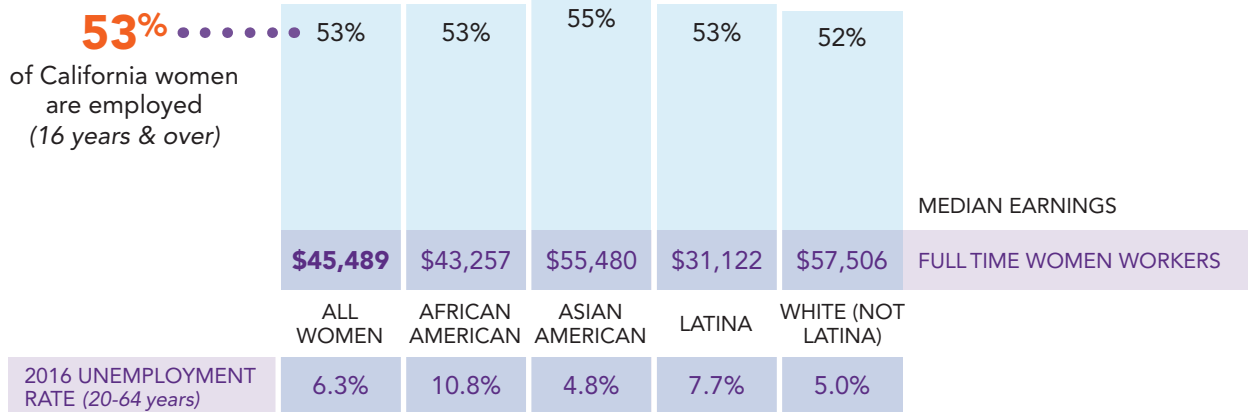
19,758,786

WOMEN'S EDUCATION 25 years & older



Girls by the Numbers

WOMEN'S EMPLOYMENT & MEDIAN EARNINGS

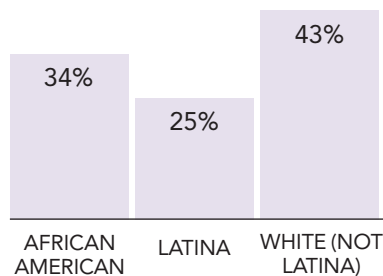


EXPERIENCE WITH SEXUAL VIOLENCE

8% OF CALIFORNIA VETERANS ARE WOMEN



35% of California women have experienced some form of contact sexual violence in their lifetime; in **41%** of these experiences, the perpetrators have been a current or former intimate partner.⁵ Of all women in an ethnic or racial category, this includes:



Note: Asian Americans are not represented because the reporting population is too small to be statistically reliable.

Sources: U.S. Census Bureau, 2016 ACS 1-Year Estimates; for safety figures, The National Intimate Partner and Sexual Violence Survey: 2010-2012 State Report (April 2017).

Women make up 50% of California's population, and 46% of its employed workforce. Trends indicate education is more important than ever for employers.

Profile of California's Employed Female Population and Occupations

Roughly 59% of California's population 16 years and older are employed.⁶ The demographics of California's employed workforce of women track closely with the percentage of employed men in California.

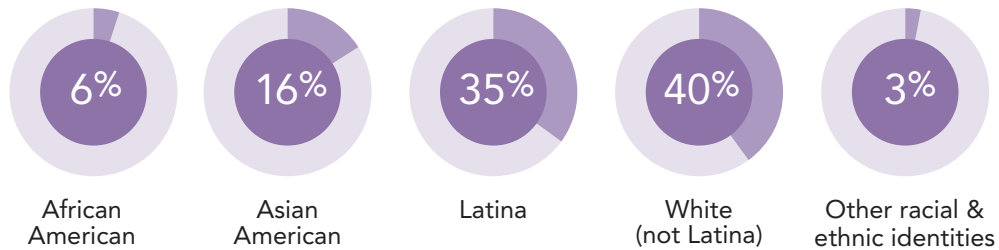
The racial and ethnic distribution of California's employed women also roughly tracks the racial and ethnic breakdown of all California women. Six percent of California's employed women and men 16 years and older have an income below the poverty level, and 4% have a disability.⁷

Over one-third of the nation's and the state's employed workers (women and men) 25–64 years of age (37% and 38%, respectively) have a bachelor's degree or higher, less than one-third have completed some college without obtaining a bachelor's degree (31% and 29%, respectively), and roughly one-third of those employed have a high school diploma or less.⁸ The proportion of the nation's and state's employed workforce holding a bachelor's degree or higher has risen by four percentage points over the past decade.⁹ In California, 20% of all jobs typically require a bachelor's degree, compared to 18% at the national level.¹⁰ Recent trends show an increase in jobs requiring a minimum of a bachelor's degree and a decrease in those that do not require a high school diploma.¹¹

A look into occupations held by California's women indicates that occupational sex segregation—where women are underrepresented in some occupations and overrepresented in others—remains a reality for the workforce.

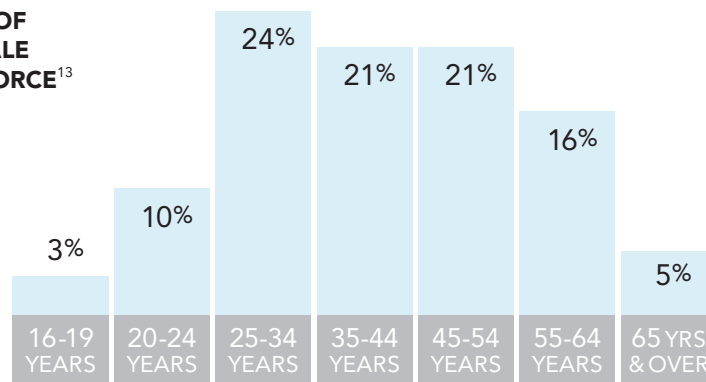
RACIAL AND ETHNIC DISTRIBUTION OF CALIFORNIA'S FEMALE EMPLOYED WORKFORCE¹²

These percentages represent women 16 years and over.



Source: U.S. Census Bureau, 2016 ACS 1-Year Estimates.

AGE DISTRIBUTION OF CALIFORNIA'S FEMALE EMPLOYED WORKFORCE¹³



Source: U.S. Census Bureau, 2016 ACS 1-Year Estimates.

**A CLOSER LOOK:
OCCUPATIONAL SEX SEGREGATION**

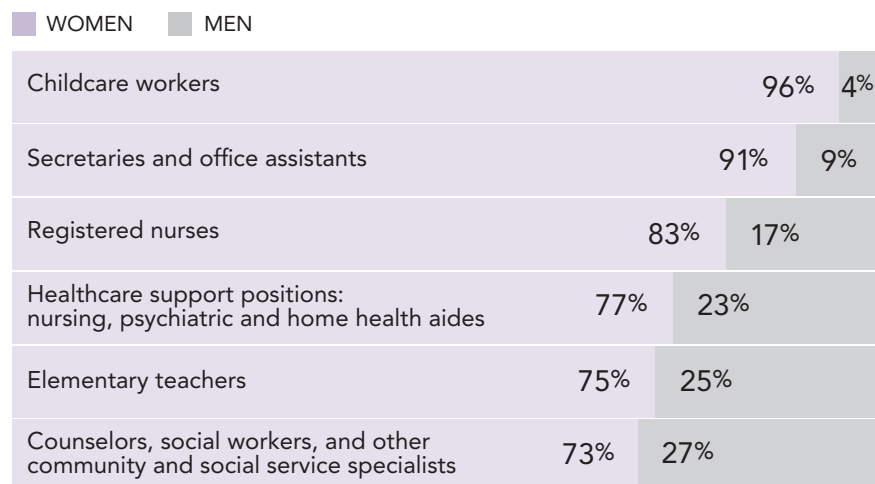
Why do women comprise the majority of workers in care work, social work and primary education occupations?

The work that healthcare support workers, social workers and teachers do on a daily basis is undervalued in our society if wages are an indicator of status; these professionals shape better futures for all community members. Yet, these types of occupations are largely viewed as “for women,” and women fill these roles in much greater numbers than they do other fields still dominated by men.¹⁴

There is likely no single or simple answer for the gender bias in these occupations.

But, of note, the occupations listed in the bar chart below are associated with caregiving or with providing personal and professional support. Women are thought to embody more communal traits (compassion and sensitivity) than men, and because of these stereotypes, society is apt to associate occupations requiring skills that are reminiscent of domestic responsibilities with women. Simply put, caring labor is widely considered to be women’s work.¹⁵

Sociologists have observed that “gender typing” often leads to thinking that certain types of work are seen as more appropriate for men or women. Gender typing occurs when “meaning is collectively generated and reinforced” to communicate which jobs we understand as “female” and “male.”¹⁶ Gender also shapes the way societies understand the value of jobs in terms of status and prestige. Patriarchal societies frequently understand the value of jobs traditionally held by men to have greater status and prestige. These processes and forces are often subtle, but it is important to acknowledge gender as an institutionalized feature of the modern workplace.



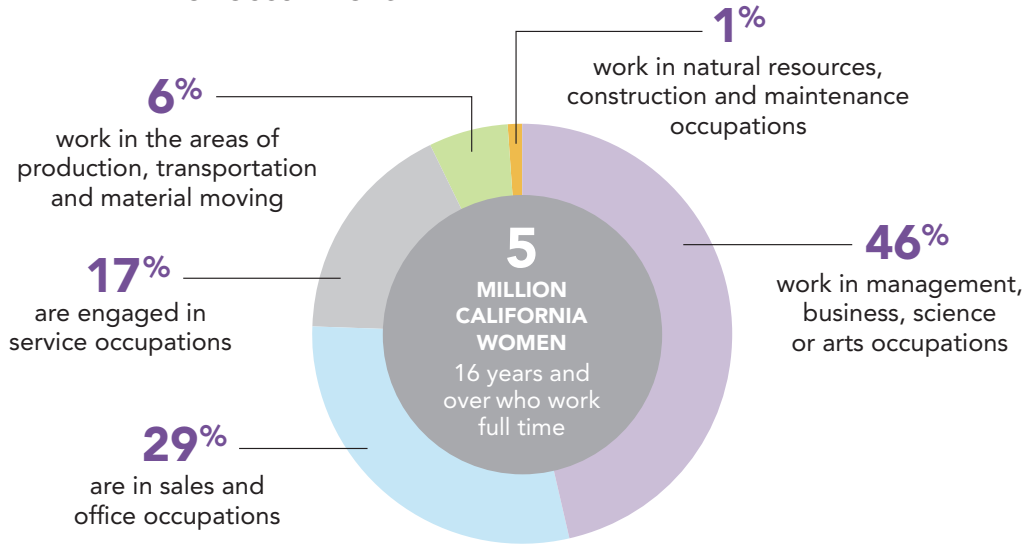
Note: A bachelor’s degree or post-secondary training is required for registered nurses, elementary teachers, counselors and social workers; entry into the other occupations typically have no formal post-secondary educational requirements.

Source: U.S. Census Bureau, 2016 ACS 1-Year Estimates.

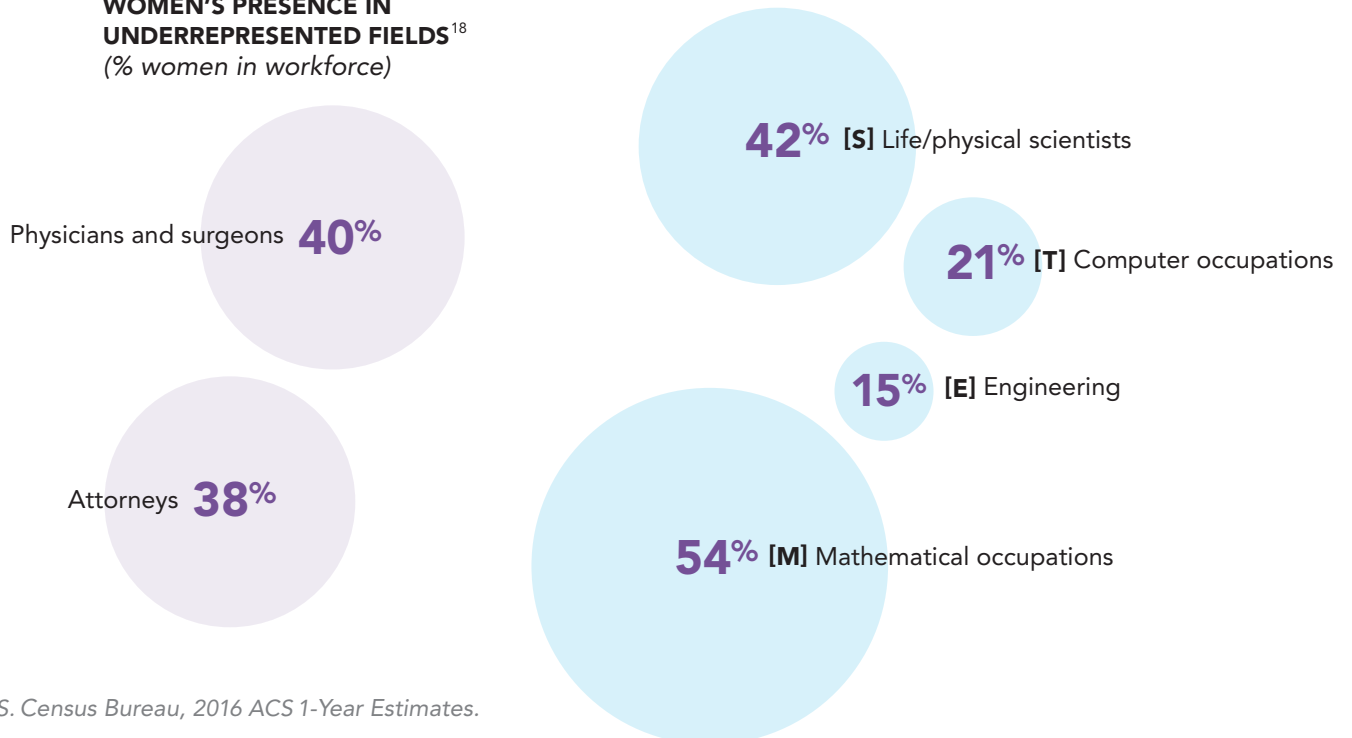
Ninety-three percent of all working women hold jobs in management, business, science and arts; in sales and office; or in service occupations. Within these occupational clusters, women are overrepresented in some occupations and underrepresented in others. For example, data shown on page 7 indicate that women tend to be overrepresented in caregiving and support occupations in fields of healthcare, education, office and personal assisting, and counseling.

Examples of occupations in which women tend to be underrepresented include some professional fields and science, technology, engineering and mathematics (STEM) positions.

CALIFORNIA'S WOMEN WORK IN A VARIETY OF OCCUPATIONS¹⁷



WOMEN'S PRESENCE IN UNDERREPRESENTED FIELDS¹⁸
(% women in workforce)



Source: U.S. Census Bureau, 2016 ACS 1-Year Estimates.

**A CLOSER LOOK:
THE LACK OF WOMEN IN STEM**

Why are women underrepresented in the STEM fields?

There is no single answer to this question. While a higher percentage of all bachelor's degrees are awarded to women than to men today, the opposite is true in STEM fields. In 2014–2015, a lower percentage of bachelor's degrees in STEM fields were awarded to women than to men (35% to 65%, respectively).¹⁹ This indicates that

women are less likely to select STEM fields as undergraduate majors, and this is especially true for two STEM paths in particular.

Professional underrepresentation in the STEM fields is mostly localized to the "T" and "E"—technology and engineering.²⁰ The reasons why women do not choose to major in computer technology or engineering are varied, but one explanation may be that women's token status in these areas (less than 15% of the workplace population) signals to young women that engineering, for example, is an inhospitable environment for women building careers.²¹ Additionally, the results of being part of a highly visible minority group are largely negative: women are under greater pressure to perform because of scrutiny and they are often disrespected by the dominant (male) group because they transgress gender stereotypes.²²

Stereotypes applied to women in the STEM fields are powerful enough to effect real, negative consequences. Studies demonstrate that "stereotype threat," or being in a circumstance where a woman is at risk of confirming a negative (and often gendered) stereotype about her group, is enough to induce stress and result in underperformance.²³

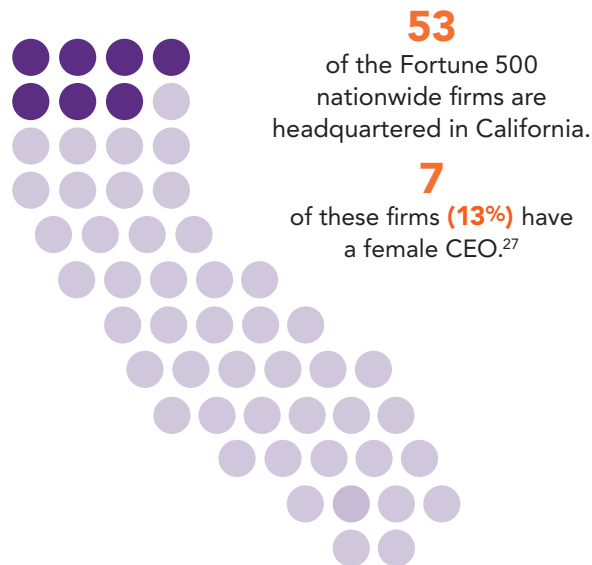
Experiments show this. When women are given a math test after being reminded of the gendered stereotype that women are not good at math, they score significantly worse than women who were not reminded, or primed, with a negative stereotype about their ability.²⁴ When women are aware of a stereotype that asserts that women perform poorly compared to men on certain tasks (such as negotiation and competition), anxiety increases due to the desire to discredit the stereotype. This persistent scrutiny and increased pressure to over-perform can result in women choosing to leave the field entirely. In addition, in fields where women are in the minority, there may be a feeling of isolation and lack of supportive professional networks.²⁵ Gender equity is unlikely to thrive in these conditions.

For more on this topic, read the Collectif contribution by Carol Johnston, PhD, chair of education at Mount Saint Mary's University, entitled "Feminist Theory and the Culture of Scientific Practice: Making Sense of My Experiences as a Female Engineer." MSMU.EDU/COLLECTIF

Despite the fact that 53% of California women are working, the needle has moved little for women at top levels.

Persistent Gender Gaps in Business Leadership

Women remain underrepresented among business leaders nationally. Although women comprise 51% of the U.S. population, women account for just over 5% of chief executives among the 2017 Fortune 500 companies; however, as recently as 1995 none of the Fortune 500 companies had women executives. Roughly 20% of directors of Fortune 500 companies are women, an increase from 10% in 1995.²⁶



Just over **4%** of California's top 400 publicly traded companies had a female CEO in 2015.²⁸

Women account for only **27%** of top executives in California companies.²⁹

California's statistics are slightly more encouraging than those of the nation as a whole. Women hold 39% of all management positions in California businesses. Nearly half (49%) of all financial managers are women and over half (59%) of human resource managers are women.³⁰

Despite the scarcity of women in higher executive positions, especially publicly owned companies, 39% of all U.S. firms are owned by women. California has more women-owned businesses than any other state. In 2017, there were 1.55 million businesses in California owned by women. These businesses generate an annual revenue of nearly \$226 billion.³¹

**A CLOSER LOOK:
WOMEN IN THE C-SUITE**

Why do so few
women occupy
executive positions
in corporate
management
and elsewhere?

The data show that more women than ever have ascended to the roles of university president, CEO and board chair. But “more” is not “equal.” Women are there, but they are few in number. Rather than thinking about breaking the glass ceiling, it’s helpful to think about women’s ascension to the highest positions in business organizations more as a labyrinth. Some scholars favor this metaphor as it communicates a complex journey of twists and turns, gains and setbacks, with a tangible goal. This journey through the labyrinth is not simple or direct; it “requires persistence, awareness of one’s progress, and a careful analysis of the puzzles that lie ahead.”³²

One reason it can be hard for the most persistent women to attain positions of influence is due to widespread resistance to women’s leadership. Study after study demonstrate that society has shared mental associations—be they conscious or unconscious—about men and women.³³ Namely, that we associate leadership qualities with men, but not women.

Psychologists describe these competing associations as communal or agentic.³⁴ Women are associated with communal characteristics like being friendly, sympathetic and kind. Men are associated with agentic characteristics like ambition, self-confidence and power. Society associates leadership with more agentic characteristics, leaving women in a double-bind: “If they are highly communal, they may be criticized for not being agentic enough. But if they are highly agentic, they may be criticized for lacking communion. Either way, they may leave the impression that they don’t have ‘the right stuff’ for powerful jobs.”³⁵

Only 26 women serve in the 120-person state legislature. That's the lowest number since 1998, but 2018 is shaping up to be record breaking in terms of women running for office.

California Women and Politics

While women comprise half of the population and historically vote in larger numbers than men in political elections,³⁶ women continue to be vastly underrepresented in elected political offices. Nationally, 19% of those serving in the 2017 U.S. Congress are women; in 1995, 10% of members of Congress were women.³⁷ Most recently, 35% of California's 2017 delegation to the 115th Congress are women: 17 of the state's 53 U.S. representatives and both U.S. senators were women.³⁸ In the state of California:³⁹

22%

of the state legislature — state senators and state assembly members — are women,

26%

of county supervisors are women, and

31%

of city council members statewide are women.

The single greatest barrier to reaching parity in political offices has been identified as a lack of female candidates. Data suggest that when they run, female candidates tend to win at rates comparable to male candidates; rather, the gender disparities emerge in the proportions of women and men running at all phases of the electoral process.⁴⁰ California's 2016 general election for legislative offices at the national and state levels roughly confirms this finding. California uses a "Top Two Candidates" open primary system in which the top two vote-getters in primary elections advance to the general election in November.⁴¹

In the races listed below, the percentage of women among those elected to office is roughly consistent with the percentage of women running as candidates.

CALIFORNIA'S 2016 GENERAL ELECTION RESULTS FOR WOMEN CANDIDATES

| NUMBER OF OFFICES UP FOR ELECTION | 1 U.S. SENATE | 53 U.S. HOUSE OF REPRESENTATIVES | 20 CALIFORNIA STATE SENATE | 80 CALIFORNIA STATE ASSEMBLY |
|-----------------------------------|------------------|-------------------------------------|-------------------------------|---------------------------------|
| % OF WOMEN ON BALLOT | 100% | 23% | 23% | 26% |
| % OF WOMEN ELECTED | 100% | 34% | 20% | 21% |

Source: California Secretary of State, 2016.

**A CLOSER LOOK:
WOMEN IN POLITICS**

Why don't more women run for elected office?

The good news is that more women are expressing interest in running for office than ever before. After the 2016 presidential election, a national survey found that the election mobilized women, especially women who are Democrats, to take action — either through activism, donations or plans to run for office. As of November 2017, 392 women had been identified nationwide

as potential candidates for the 2018 elections in the U.S. Senate and House of Representatives — nearly double the total from 2016.⁴²

While women's activation is an important outcome of any election, the truth remains that women are still significantly less likely than men to consider running for elective office.⁴³ We don't yet know if the current bump in women running for office will prove to be an aberration or a trend. Research suggests that there is an ambition and confidence gap that contributes to whether a woman pursues these interests that starts in childhood. Scholars identify five factors that contribute to these gaps. Young women are less likely than young men to (1) be socialized by their parents to believe that politics is a possible career path, (2) have exposure to political information based on their experiences in school and other associations, (3) have played competitive sports and expressed a desire to win, (4) hear encouragement by anyone (from family members to teachers) to run for office, and (5) believe they are qualified to run despite having established careers.⁴⁴

No matter how you look at it, California women are generally more economically insecure than men.

Women and Earnings

Over half (55%) of California’s employed women work full time while 45% have worked part time or only for part of the previous year.⁴⁵ The median earnings for full time, year round workers is \$45,489 and the earnings for all workers equates to \$28,695.⁴⁶

Five percent of women who work full time and 52% of those working part time have earnings below the Federal Poverty Level (FPL). Defining “low-earning” individuals as those who earn less than two times the FPL annually (\$24,100), roughly 22% of full time working women and 75% of those working part time qualify as low-earning.⁴⁷ For comparison, roughly 17% of men working full time and 70% of those who work part time are considered low-earning.

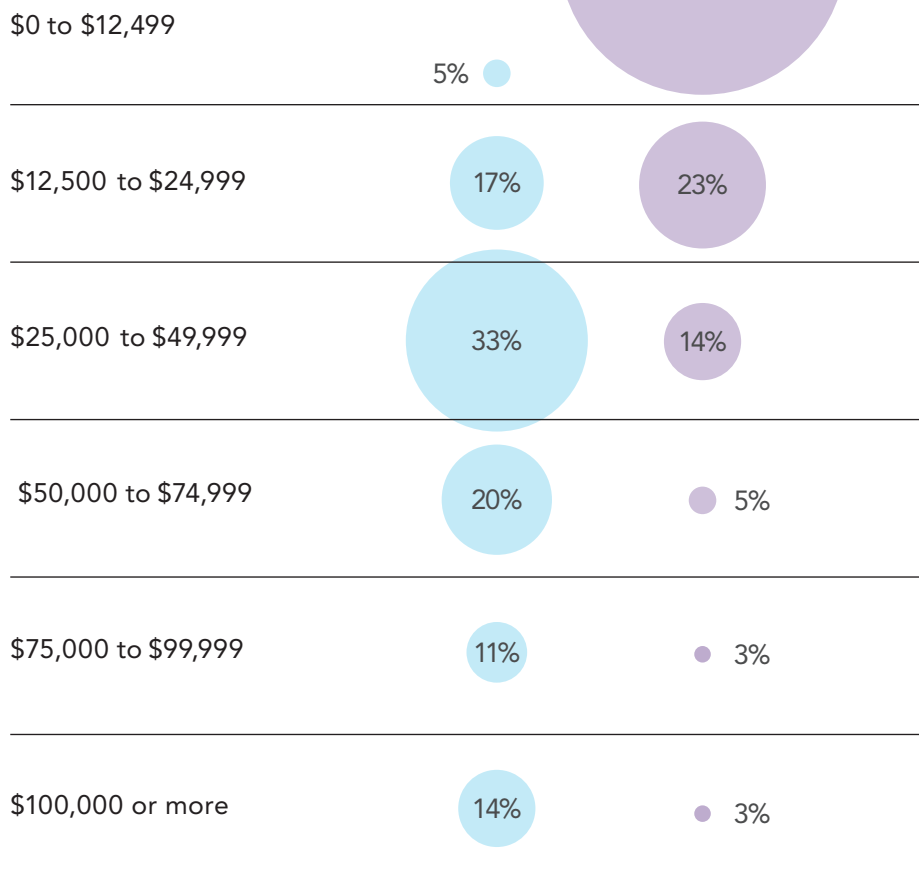
In addition to California’s working women counted in these statistics, there is an undocumented workforce receiving unrecorded wages that has not been accounted for: women working as domestic aides (e.g., nannies), for example, may fall into this category. It is highly likely that many in this invisible workforce do not earn minimum wage. However, even California’s full time, year round minimum wage workers (who earned \$10/hour in 2017 and \$10.50 in 2018) will not meet the benchmark of twice the FPL.

At the other end of the earnings scale, 14% of full time, year round working women earn \$100,000 or more compared to 23% of their male counterparts.⁴⁸

DISTRIBUTION OF EARNINGS AMONG CALIFORNIA’S EMPLOYED WOMEN⁴⁹

- FULL TIME, YEAR ROUND WORKERS
- PART TIME OR PART YEAR WORKERS

EARNINGS



Note: Individuals earning less than \$12,060 live below the Federal Poverty Level.

Source: U.S. Census Bureau, 2016 ACS 1-Year Estimates.

No matter the job, women are generally underpaid compared to men working the same jobs. The gender wage gap remains even more pronounced for women of color.

Persistent Gender Gaps in Earnings of California's Women Working Full Time, Year Round

Discrimination in compensation based on sex, among other characteristics, has been illegal for decades. In the 1960s, Congress passed the Equal Pay Act and Title VII of the Civil Rights Act, which expanded the 1938 Fair Labor Standards Act to protect against discrimination in pay based on a number of characteristics, including gender. Despite these laws, there remains a pay gap that disadvantages women in nearly all occupations.

In 2016, President Obama's Council of Economic Advisers issued a brief on the gender pay gap, which examined the issues behind pay inequity⁵⁰— including education, experience, occupation and industry, family responsibilities and negotiation skills. The Council concluded that "a pay gap stemming from discrimination is particularly likely to exist under conditions of pay secrecy, where it is harder for workers to know whether they receive lower compensation than similar colleagues." In response, President Obama issued an executive order that all businesses with at least 100 employees must break down pay data by gender and race to increase pay transparency.⁵¹ In March 2017, President Trump revoked the Obama order.⁵² With this reversal in policy, companies are less incentivized to pay men and women equitably, according to their position and abilities. This allows pay inequities to go unchecked.

California's Fair Pay Act (FPA) of 2015 amended the California Equal Pay Act of 1949, to become one of the toughest state laws intended to help resolve the persistent pay gap facing female employees in all industrial sectors and occupations.⁵³ It is too early to determine whether the 2015 FPA will help resolve California's persistent gender pay gap, which exists across all occupational clusters reported by the U.S. Census Bureau.

Median salaries vary widely with occupation, as do the gender pay gaps. However, the common characteristic of all these figures is that men tend to earn more than women in every broad occupational cluster listed. There is near wage parity only in the lower-paid occupations in healthcare, and office and administrative support.

WAGE GAP BASED ON MEDIAN EARNINGS OF CALIFORNIA WOMEN AND MEN⁵⁴

| | % OF EMPLOYED WHO ARE WOMEN | MEDIAN FOR WOMEN | MEDIAN FOR MEN | WAGE GAP |
|--|-----------------------------|------------------|----------------|----------|
| OFFICE AND ADMINISTRATIVE SUPPORT | 66% | \$40,006 | \$40,969 | .98 |
| HEALTHCARE SUPPORT POSITIONS | 79% | \$31,145 | \$32,365 | .96 |
| ARCHITECTURAL AND ENGINEERING POSITIONS | 16% | \$87,718 | \$100,212 | .88 |
| COMPUTER AND MATHEMATICAL POSITIONS | 22% | \$86,370 | \$101,646 | .85 |
| EDUCATION, TRAINING AND LIBRARY POSITIONS | 67% | \$58,017 | \$69,924 | .83 |
| HEALTH DIAGNOSING AND TREATING PRACTITIONERS | 68% | \$90,627 | \$111,531 | .81 |
| MANAGEMENT POSITIONS | 39% | \$71,527 | \$95,046 | .75 |
| LEGAL POSITIONS | 49% | \$86,200 | \$140,100 | .62 |
| PROTECTIVE SERVICES | 17% | \$56,475 | \$71,216 | .33 |
| OVERALL | 41% | \$45,575 | \$51,621 | .88 |

Note: The median earnings reported by the census source for this population subset is \$45,575. Each of these occupational clusters, defined by the U.S. Census Bureau, is comprised of a variety of jobs with widely varying wages. For example, legal occupations include judges, lawyers and legal support workers; women make up only 38% of lawyers, but 77% of lower-paid support workers.

Source: U.S. Census Bureau, 2016 ACS 1-Year Estimates.

A look at more specific occupations indicates that the gender pay gap continues. For example, women attorneys across the nation earn 83% of what their male counterparts earn, and women physicians and surgeons earn 77% compared to their male counterparts.⁵⁵ This pay gap is likely to be impacted as more women are entering these professional fields at a rapid rate.

California Gender Wage Gap as a Function of Race and Ethnicity

There is variation in the gender wage gap as a function of race and ethnicity in California. When we compare the median earnings for women of different races to the earnings of white men, the data show great disparity. For every \$1 earned by white men, Latinas earn 42 cents, African American women earn 59 cents, Asian American women earn 75 cents, and white women earn 78 cents.

The gains in the overall earnings equity over the past decade are made in large part by gains in earnings of white and Asian American women.

Nationwide Gender Wage Gap as a Function of Age

There is an additional variation in the gender wage gap as a function of age. Specifically, the gender wage gap increases as women and men get older.

Nationwide, the median income of women working full time, aged 16–24 years, is 95% of that of their male counterparts. However, the gap in income between women and men increases for those aged 25–34 years and continues to grow through the older age groups. The magnitude of these gaps has remained stubbornly persistent over the past decade.

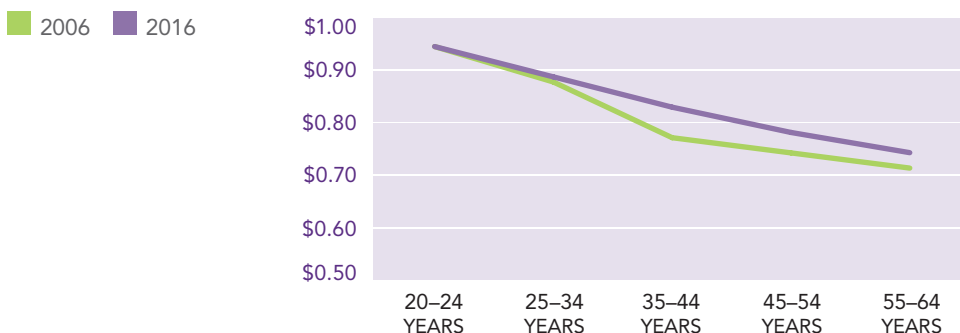
The initial widening in the pay gap is established during women’s childbearing years in the 25–34 age group. The average age of California women giving birth to their first child is 27 years.⁵⁶

EARNINGS GENDER GAP FOR CALIFORNIA’S FULL TIME WORKING WOMEN, BY RACE AND ETHNICITY, COMPARED TO WHITE MEN⁵⁷

| | 2006 | | 2016 | |
|--------------------|-----------------|------------------------|-----------------|------------------------|
| ALL WOMEN | \$37,019 | .61 | \$45,489 | .62 |
| AFRICAN AMERICAN | \$37,389 | .61 | \$43,257 | .59 |
| ASIAN AMERICAN | \$41,962 | .69 | \$55,480 | .75 |
| LATINA | \$25,342 | .42 | \$31,122 | .42 |
| WHITE (NOT LATINA) | \$45,247 | .74 | \$57,506 | .78 |
| | MEDIAN EARNINGS | MEDIAN WOMEN/WHITE MEN | MEDIAN EARNINGS | MEDIAN WOMEN/WHITE MEN |

Note: The median earnings for white men are \$60,973 (2006) and \$73,737 (2016).
Source: U.S. Census Bureau, 2016 ACS 1-Year Estimates.

U.S. WOMEN’S MEDIAN WEEKLY EARNINGS AS A FRACTION OF MEN’S BY AGE⁵⁸



Source: Bureau of Labor Statistics, U.S. Department of Labor.

**A CLOSER LOOK:
ESTABLISHING
THE GENDER PAY GAP**

What explains
the increase in the
pay gap for women
in the 25-34 age
group?

There is no doubt that childbearing and child-raising is a driving force in the widening of the pay gap for American women in the 25–34 age range. California families with young children must weigh the cost of childcare versus the earning potential of both parents individually and together. Essentially, the lack of universal subsidized childcare means families have to pay to go to work.⁵⁹

This leaves families of young children in an especially challenging situation, logistically and economically. Families with higher incomes and earning potential hire other people, usually low-wage earning women, to provide, or assist with, home and childcare work. For lower-income earning families, the calculation may reveal the cost of quality childcare exceeds one parent's earning potential. For single mothers, this situation is more complex.

Studies show that when women grow their families, their future wages suffer.⁶⁰ A 2014 study demonstrated that the “motherhood penalty,” or the average decrease of women’s future wages, is 4% per child. For the highest-earning, most skilled white women, wages fall by 10% per child.⁶¹ The loss of future wages is a financial setback for anyone, but low-earning women could be impacted even more due to the fact that they earn less to begin with.

Sociologists often refer to the motherhood penalty when they describe the systemic disadvantages that mothers encounter in the workplace, from decreased pay and lower perceived competence and commitment, to fewer opportunities for promotion.⁶² This penalty is so great that scholars have noted for women under 35 years old, the pay gap between mothers and non-mothers exceeds that between women and men.⁶³ The motherhood wage penalty has primarily been explained by differences in productivity (e.g., interruptions from work, working part time, and decreased seniority or work experience) and implicit discrimination against mothers by their employers where preferential treatment is given to non-mothers. Such preferential treatment may be explained by assumptions about productivity.

The U.S. remains the only industrialized nation that does not mandate a period of paid maternity or paternity leave.

Mothers in the Workplace

Nationwide, the role of working mothers in providing economic security to their families has become increasingly important over the years. In 1987, mothers were the primary earners in 24% of family households;⁶⁴ in 2015, mothers were the sole or primary breadwinners in 42% of households.⁶⁵ Thirty-four percent of U.S. families with a working mother depend solely on the mother's wages.⁶⁶

In 38% of California's families, the mother is the sole or primary earner.⁶⁷ In married-family households where both the mother and father are employed, the mother contributes an average of 38% of the family income.⁶⁸ In 2016, 5% of California women (between the ages of 16 and 50 years) gave birth; more than half of these women (59%) were in the labor force.⁶⁹

Family-friendly Policies and Practices

The United States lags behind other industrialized countries in family-friendly policies that make it easier for mothers to remain in the employed workforce and to mitigate financial penalties that result from leaves of absence. In 1993, the Family and Medical Leave Act (FMLA) was passed, requiring covered employers to provide employees with job-protected, unpaid leave for qualified medical and family reasons; this act covers 12 weeks of unpaid maternity leave.⁷⁰ Still, the U.S. remains the only industrialized nation that does not mandate paid maternity or paternity leave.⁷¹

California is unique in offering paid pregnancy disability leave as well as the California Family Rights Act (CFRA), which allows for an additional protected 12 weeks of unpaid leave for new families. California's family and medical leave law (passed in 1993) was amended in 2011 by passage of CFRA. The state's laws now largely mirror the federal FMLA.⁷² In addition, California was the first state to implement a Paid Family Leave (PFL) program in 2004. This program mandates up to six weeks of paid compensation for new mothers and fathers.⁷³ From 2004–2014, there were a total of 1.8 million PFL claims in California, with 90% of approved claims for bonding with a new child. An analysis of claims made for child bonding indicates:

- Over two-thirds of claims were made by biological mothers, while less than one-third of claims were made by fathers;
- Mothers who claimed benefits under PFL tended to be lower income, while fathers tended to have moderate to high income;
- Mothers used nearly all six weeks of leave, while fathers used about four weeks.

The PFL program has increased the number of both mothers and fathers who take leave, especially in disadvantaged communities, and it has increased the likelihood of mothers returning to work after giving birth.⁷⁴

Emerging practices (such as flex time, telecommuting, and on-site childcare) voluntarily implemented by some California employers have attempted to make it easier for mothers of young children to remain active and productive in the employed workforce. These practices also include paid parental leave and additional family support. Statewide, the effort is bearing some fruit. According to the Working Mother Research Institute, among the 100 best U.S. companies for working mothers are several technology and pharmaceutical firms headquartered in California: Adobe Systems, Genentech, HP Corporation and Intel.⁷⁵

In addition to these policies, the federal Affordable Care Act (ACA) that passed in 2010 increased support for breastfeeding families with mandated coverage for breast pumps and in-person lactation support services being covered for the first time.⁷⁶ In California, 92% of pregnant women intend to breastfeed, an action that holds lifelong health benefits for both mothers and babies.⁷⁷ Eighty-four percent of women are breastfeeding one month after giving birth, and 66% are still breastfeeding three months after delivery when most working mothers return to the workplace after expiration of family leave benefits.⁷⁸

Workplace support for California families includes a state mandate to accommodate the needs of employees with adequate facilities for breastfeeding and expressing milk for their children.^{79, 80} Employers that offer a range of family-friendly policies, including practices mentioned previously, extend the breastfeeding relationship.⁸¹

Stress and Health

Stress is a reality of modern life. Over half (57%) of working adults report work-related stress. Low-wage earners, and those caring for sick family members while working, report higher stress levels than the average working adult.⁸² A Pew Research Center survey of over 1,800 parents with children younger than 18 years of age shows that gender disparities exist:⁸³

- More women (46%) than men (40%) say that their job has a bad impact on their stress level;
- Women (28%) are less likely than men (35%) to say that their job has a good impact on their family life;
- Women (19%) are more likely than men (13%) to say that they are in low-paying jobs, and they have the added stress of “trying to make ends meet;”
- Women (33%) are more likely than men (24%) to say that they have had to care for a family member who was seriously ill, injured or disabled while in their current job.

Working women and men who responded to the survey indicated that stress in their current job negatively impacts their overall health (16%), sleep (27%), eating habits (28%), weight (22%) and social life (17%).

Caregiving responsibilities, or “care work” of children or other family members disproportionately falls to women. Almost half (46%) of U.S. households have two full-time working parents. Balancing work and family responsibilities presents challenges for both parents, but more working mothers (60%) than fathers (52%) say it’s difficult for them to balance work and family.⁸⁴ The Pew Research Center survey shows that a major share of parenting responsibilities generally falls to mothers.⁸⁵

Most of these respondents in families with two working parents report that the mother does more in managing children’s schedules. However, a majority of respondents report that the working parents share equally when it comes to handling household chores (59%), disciplining children (61%), and playing or doing activities with the children (64%).

DIVISION OF HOUSEHOLD RESPONSIBILITIES IN FAMILIES WITH TWO FULL TIME WORKING PARENTS⁸⁶

| | MOTHER DOES MORE | FATHER DOES MORE | EQUALLY SHARED |
|--|------------------|------------------|----------------|
| MANAGING CHILDREN’S SCHEDULES AND ACTIVITIES | 54% | 6% | 39% |
| TAKING CARE OF SICK CHILDREN | 47% | 6% | 47% |
| DOING HOUSEHOLD CHORES | 31% | 9% | 59% |
| DISCIPLINING CHILDREN | 20% | 17% | 61% |
| PLAYING WITH OR DOING ACTIVITIES WITH CHILDREN | 22% | 13% | 64% |

Source: Pew Research Center (2015).

Single Mothers

There are 1.2 million households in California headed by a single parent (no spouse present) with children under the age of 18; over 800,000 of these households are headed by women.⁸⁷ Over one-third (38%) of households headed by single mothers with children under 18 years old live in poverty.⁸⁸

In 2016, 80% of California’s single mothers with children under the age of 18 years were in the labor force.⁸⁹ Single, working mothers face stress induced in the workplace as married mothers do; they also have the added stress of providing the major, if not sole, family financial support, household care and parenting.

**A CLOSER LOOK:
GENDER ROLE EXPECTATIONS
AND FAMILY LEAVE**

Why do fathers take less paid family leave for bonding with a newborn child?

Doubtless there is a combination of factors that determine whether or not men use Paid Family Leave (PFL). Gender role stereotypes are likely part of this equation. Specifically, men often feel like they can’t take PFL because they are expected to work and provide for their families, while women may be more inclined to take PFL because it aligns with society’s view of women as mothers and caregivers.⁹⁰ While stakeholders with expertise in the PFL program and/or involvement with PFL claimants suggest that biological fathers felt that gender roles played into the decision not to take PFL, interviews with focus groups did not bear this out.

A critical factor was the financial difficulty presented when both parents drop to the 55% wage replacement level covered by the PFL program. Since mothers generally take leave as a result of the physical stress of pregnancy, fathers then often feel the need to continue working. It has also been noted that men generally have a lower awareness of the PFL program than women, although claims for PFL bonding made by biological fathers has nearly doubled since 2007 and now account for nearly one-third of all PFL claims.⁹¹

Sexual harassment has long been an insidious part of workplace culture in the United States.

Sexual Harassment in the Workplace

Sexual harassment is a form of sex discrimination that violates Title VII of the 1964 Civil Rights Act. While sexual harassment is defined slightly differently by the various agencies charged with overseeing workplace practices, there are two main types: 1) harassment by supervisors or those who can impact a career by trading professional benefits (e.g., promotions) for sexual favors; and 2) harassment that can be instigated by supervisors, co-workers or even non-employees who engage in verbal or physical conduct of a sexual nature, which creates an intimidating, hostile or offensive work environment.

Most Americans (75%) recognize that sexual harassment in today's workplace is a problem,⁹² but the prevalence of the problem reported in surveys varies widely. For example:

30%

of women across the U.S. experienced unwanted sexual advancements in the workplace in 2017.⁹³

23%

of these advances were from men who had influence over their work situation.

42%

of women in the food and service hospitality industry and 21% of women in the medical and healthcare field experienced sexual harassment in 2015.⁹⁴

60%

of women across ages and positions of responsibility, who had worked at least 10 years at tech companies located primarily in the Silicon Valley, indicated they had experienced sexual harassment at work in 2015. Over half of these incidents (65%) were initiated by a superior.⁹⁵

The Equal Employment Opportunity Commission (EEOC) is the federal agency charged with enforcing federal labor laws that prohibit workplace discrimination, including sexual harassment. While it is estimated that three out of four individuals who experienced harassment never reported the incidents to a supervisor or union representative, a look at EEOC claims may be useful. The EEOC Select Task Force on the Study of Harassment in the Workplace issued its findings in 2017, based on sexual harassment charges it received.⁹⁶

The EEOC received roughly 7,000 claims of sexual harassment in the workplace each year from 2010–2016; about 84% of these claims were filed by women.⁹⁷ It will be interesting to see if the number of claims increases as women continue to speak out against sexual mistreatment and as organizations act to take these charges seriously and disrupt negative professional reprisals. The EEOC Task Force points to top leadership and accountability within the organization as fundamental to change and establishing a culture of non-harassment in the workplace.⁹⁸

**A CLOSER LOOK:
SEXUAL HARASSMENT
AT WORK**

First, it's important to note that, while pervasive, the prevalence of sexual harassment varies by industry. There seems to be a higher prevalence in industries where there is a majority of men. For instance, if we measure by EEOC claims, then women are most at risk in the construction industry, followed by transportation and utilities — occupations that heavily skew male.

A 2008 report conducted a meta-analysis of studies and found that fewer than one-third of victims informally brought up sexual harassment with a supervisor, and fewer than 25% filed formal complaints with their employers.⁹⁹

There are many reasons women don't report the sexual harassment they experience in the workplace. They may feel shame, fear that their employer won't believe them, feel that no action will be taken, fear professional retaliation and so forth. Since many women cannot afford to compromise their job because they have to contribute to the household income, fear of retaliation is a serious obstacle to overcome. Retaliation can take the form of supervisor hostility, a bad reference or the loss of future job opportunities. These fears are well-founded. One study found that two-thirds of public-sector employees who filed harassment complaints described some form of retaliation in a follow-up survey.¹⁰⁰

For more on this topic, read the Collectif contribution by Caroline Heldman, PhD, associate professor of politics at Occidental College and Nicole Haggard, PhD, instructor of film, media and communication at Mount Saint Mary's University, entitled "Women in Hollywood: The Ongoing Fight for Equality." MSMU.EDU/COLLECTIF

Why don't
more women
report sexual
harassment if it's
so pervasive?

Conclusion

How to Go from Better to Good When it Comes to Gender Equity in the Workforce

Women are better off today, both in California and nationwide, than they were 10 years ago. Much of the data that have been reported here bear this out.

Better, however, does not equal good. **Improved does not mean equitable.**

To illustrate this, the chart on the following page summarizes our Report findings and shows where gender parity has been reached and where it has not. Over the last decade, women have obtained parity in just two categories that we track annually: (1) attainment of bachelor's and master's degrees and (2) employment in mathematical occupations, the "M" in STEM. The chart shows incremental increases in most categories, but California women have lost ground in technology and the state legislature.

Clearly, there is still work to do. There are many factors that make it difficult to eradicate gender inequities. We know that issues like the gender wage gap and underrepresentation in specific sectors are complicated and involve many different forces that frequently intertwine. For example:

1 Women and men are associated with **communal** and **agentic** characteristics, respectively. (Think warm and collaborative versus assertive and independent.) Children are introduced to these concepts at a young age and are often **socialized** to adhere to these gender role norms. These widely held associations, or stereotypes, dictate what kinds of characteristics and attitudes are acceptable for women and men and, thus, often prescribe what roles are — and are *not* — appropriate for each gender, including roles within the workforce.

2 **Gender typing** is a product of those stereotypes that often leads to thinking that certain types of work are more appropriate for men or women, which jobs we understand as "male" and "female," and in association, which jobs are high status and low status — as well as whose contributions are most valued.

3 Gender role stereotypes even have the power to impact performance in the workplace. **Stereotype threat**, which occurs when a woman is at risk of confirming a negative stereotype about her gender, is enough to induce stress and result in underperformance, which may lead to women leaving a given field early. These departures harm not only women, but also the companies where they work and the families that they raise.

4 Taken together, this all serves to further reinforce a sort of **occupational sex segregation**, or the concentration of women and men in different occupations. This bifurcation of the workforce may partly explain the gender wage gap and the notion that women's work is largely undervalued.

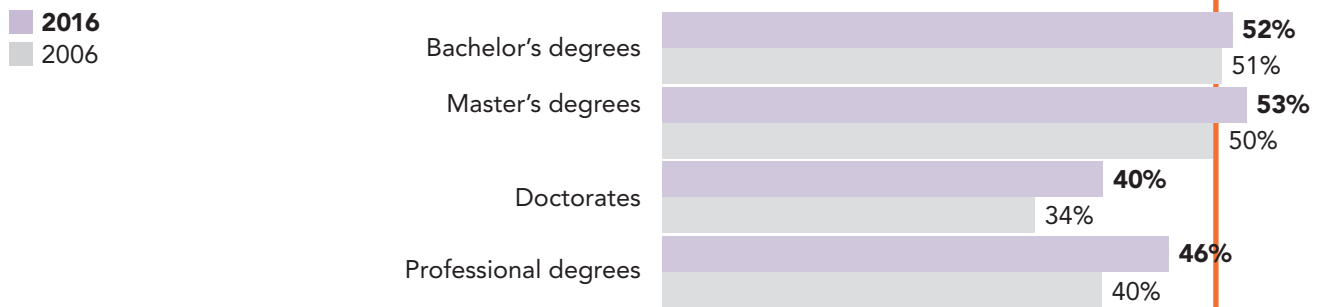
5 What happens when women and men try to break through these artificial divisions? Often, they are **penalized for transgressing gender role stereotypes**. Women seeking corporate leadership positions frequently confront criticism that they are not agentic enough (or, in a classic double-standard, that they are *too* agentic). Men who seek time with their family can face criticism that they are *too* communal rather than career-focused.

All of this adds up to a need for more education and transparency surrounding these issues. We cannot shift culture alone. While activists, community advocates and other leaders can advocate for more equitable policies and programs, it is incumbent upon corporations, nonprofits and government entities to study — and implement — the changes that can expeditiously make a positive impact on the lives of women and their families. Collectively, individuals have the power to level the playing field. Let's start by asking ourselves: What can I do, today, to shift our culture toward change that enables all to fully contribute to society?

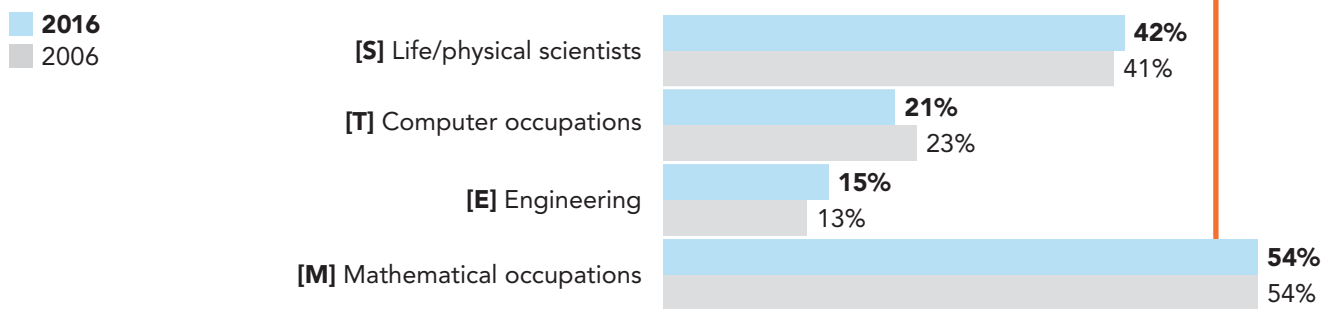
Charting Gender Parity in California



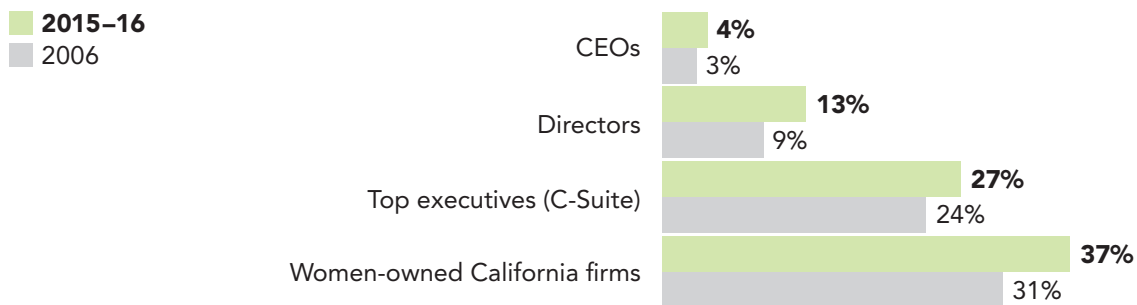
EDUCATIONAL ATTAINMENT (held by women)¹⁰¹



STEM EMPLOYMENT (% women in the workforce)¹⁰²



CORPORATE LEADERSHIP¹⁰³



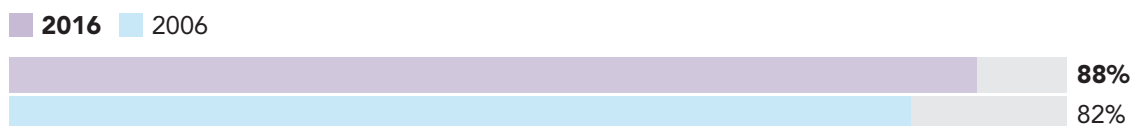
STATE GOVERNMENT¹⁰⁴



WOMEN IN MEDIA¹⁰⁵



WAGE EQUITY (full time, year round workers)



ONLINE ANTHOLOGY

Collectif: A Space Dedicated to the Advancement of Women and Girls

This year, the Center for the Advancement of Women at Mount Saint Mary's launches a companion piece to the University's annual Report on the Status of Women and Girls in California.™ *Collectif* is an online anthology of original writing created by University faculty and students, along with spotlights on the Center's work with community partners.

Why the French name? "Collectif" is a reference to Mount Saint Mary's roots in Le Puy, France. Back in 1650, the Sisters of St. Joseph formed in Le Puy. Their first ministry was to teach practical skills, such as lacemaking, to widows, prostitutes and other vulnerable women. In 1925, the spiritual descendants of those first sisters founded Mount Saint Mary's in Los Angeles as a place where women would be equipped to reach their fullest potential.

Today, we carry forward their mission, and we do so with many partners — as a collective, a *collectif*. The empowerment of women is an aspiration that we are passionate about sharing with others. For our inaugural edition of *Collectif*, we feature timely research and essays that complement this year's Report.

Women in Hollywood: The Ongoing Fight for Equality

by Caroline Heldman, PhD, and Nicole Haggard, PhD

ABSTRACT: *This paper investigates why progress for women in television and film has been so slow. Gender equality is especially important in the media industry because entertainment media shapes culture in profound ways. Gender justice advocates have been pushing for reform—both inside and outside the industry—for more than half a century. Heldman and Haggard examine the status of women in key roles in the industry today and find that they remain vastly underrepresented behind the scenes in key decision-making roles, and on both the big and small screens. The authors analyze the obstacles to women’s advancement in media, namely, gender discrimination and sexual harassment. The paper concludes with a discussion of what actions can be taken to effectively reform the industry: systematically addressing gender discrimination and disparities in representation, training a new generation of female leaders and leaders of color in the industry and harnessing consumer pressure to demand better representation.*

The excerpt below previews the Heldman and Haggard complete article and is available online at the Center for the Advancement of Women. [MSMU.EDU/COLLECTIF](https://msmu.edu/collectif)

LOOKING FORWARD

Throughout 2017, a study of 3,011 individuals working in key positions on the 250 top-domestic grossing films reveals that women filled 18% of these jobs, while men filled 82%. Given over five decades of research and activism with the needle not moving, the question remains: When will the representation and status of women in Hollywood finally change—and how do we get there?

Parity in the Workforce

In the face of daily sexual harassment scandals, studios and industry agencies such as Creative Artists Agency, International Creative Management, etc., have recently taken the “50-50 by 2020” pledge; yet what will hold them accountable for reaching this goal? Industry improvement in gender equity and inclusion is untenable if the only thing offered in response is patterned lip service.

In contrast, female-led organizations such as the Women’s Media Action Coalition (WeMAC) and Take The Lead’s initiative, “50 Women Can Change the World in Media and Entertainment,” are executing multi-pronged approaches to achieving intersectional gender parity in the workforce. WeMAC has seven task forces committed to lobbying, litigating, continued research, funding projects and accessing tax credits. Take The Lead is aiming for gender parity in film and television by 2025. They are conducting a leadership and movement-building program to create a network of women with tools for navigating the industry that will serve as a model for closing the gender leadership gap. There are also executives who are dedicating themselves to actively closing the gender gap by only hiring female filmmakers on their projects. For example, Ava DuVernay hired only female directors for the first two seasons of *Queen Sugar*, a successful television series she created for the Oprah Winfrey Network.

Shifting Representation

In order to shift the status of women in Hollywood there must also be strategies for altering the representation and presence of women on screen. For example, the production studio Wise Entertainment combines extensive research on power dynamics and social hierarchies with rich storytelling, ensuring that the content they develop accurately represents the communities and social issues portrayed. The Geena Davis Institute on Gender in Media at Mount Saint Mary’s University uses its groundbreaking research to lobby major movie studios for greater gender inclusion in their content. The Institute’s namesake, Geena Davis, encourages media makers to be specific at the script level by writing parity into background scenes and suggests changing male characters to females to help erase inherent gender bias. The Media, Diversity & Social Change Initiative at USC Annenberg advocates for the #JustAddFive campaign, contending that if screenwriters simply added five female speaking characters to top films we could reach on-screen gender parity in four years.

Next Generation

Film schools can also have an active role in closing both the employment and representation disparities in Hollywood as they train the next generation of media makers. Yet, unlike other professionalized studies, such as law school or medical school related majors, there are no competitive standards for moving students into Hollywood, and thus the industry remains dominated by white men. There is also no curriculum standard that mandates the inclusion of the profound research surrounding on-screen representation. USC Annenberg’s Inclusion Initiative and Mount Saint Mary’s Film and Social Justice program are examples of higher education programs and initiatives giving students the tools to practically apply this data to the creation of media content. Without these changes, film schools remain complicit in the proliferation of workplace discrimination and stereotypical representation, and fail to prepare women and men for responsibly creating equitable media content.

Los Angeles Mayor Eric Garcetti announced the City’s partnership with industry leaders through the Evolve Entertainment Fund that seeks to close the employment gaps maintained by these film school inadequacies and industry bias. The fund will offer paid internships and more to people normally overlooked in hiring: women, people of color and low-income Angelenos.

Audience

Audience members also have power. Viewers can use their consumer dollars to support particular films on opening weekends and can vote with their remote by purposefully watching television shows or streaming content that advance equality in Hollywood and then leaving positive reviews. Sites such as grademymovie.com and Common Sense Media provide ratings for media content so consumers can use their buying power to reward films and television programs that are more inclusive. For example, grademymovie.com awards grades for race and gender to the top films on opening weekend so moviegoers can choose films with gender and race equitable casts and crew.

Collectif: 2018 Abstracts

The papers below are available online at the Center for the Advancement of Women at Mount Saint Mary's University. MSMU.EDU/COLLECTIF

Feminist Theory and the Culture of Scientific Practice: Making Sense of My Experiences as a Female Engineer

by Carol Johnston, PhD

Women face many challenges in achieving equitable representation in the science and engineering fields. Many scholars point to the lack of role models and the perceptions about femininity and scientific practice as barriers to women entering and staying in these fields. Can the way we teach our future scientists and engineers create a more inclusive environment that welcomes those whose identities do not initially align with being a scientist or engineer? This essay explores Johnston's own experiences in navigating her entrance to and exit from engineering, using feminist research to make sense of her frustrations and triumphs. A lack of role models, masculinized images of scientists and hegemonic systems contributed to her feeling of not belonging. While feminist research has helped Johnston to make sense of her journey, she discusses her struggle with the seemingly opposing viewpoints of science through feminist theory and the positivist view of science as rational and objective.

Health and Reentry: Preliminary Findings of a Qualitative Study on the Health of Post-Incarcerated Women in Southern California

by Stephen Inrig, PhD, and Carolyn Conti, PhD

The United States maintains the highest percentage of female prisoners in the industrialized world. Consequently, thousands of formerly incarcerated women reenter American society daily. Health conditions complicate this transition: 90% of female releasees report chronic health conditions, and health problems are strongly associated with rearrest and reincarceration. Upon reentry to civilian life, two-thirds of women report chronic physical conditions (versus one-half of men), and one-third report mental health problems (versus 15% of men). About two-thirds of both women and men report substance abuse problems. Mount Saint Mary's University's Healthy Reentry Working Group is studying the long-term health needs of releasees in Southern California. Preliminary research finds that health needs among female releasees are substantive and unaddressed. Releasees face logistical barriers to stability and care; report considerable rates of stress, depression and mental illness; experience sustained addiction and substance use problems; and report long histories of trauma. This study suggests health is intimately related to successful reentry, unmet health needs create reincarceration risks and health interventions may improve quality of life for returning women and their families.

A Profile in Student Research: The Impact of Mentoring Relationships for Advancement of Latina Graduate Students

by Mariana Porras and Michelle Melendres, EdD

In a 2016 report released by the Council of Graduate Schools, the majority of first-time graduate students at the master's level or above were women (58% at the master's level and 51% at the doctoral level). With an increased number of first-generation college students obtaining post-baccalaureate education, few studies have examined graduate students' first-year experiences.

This paper studies how mentoring relationships specifically impact Latina graduate students with their advancement in graduate education and professional careers. Many first-generation Latinas pursuing advanced degrees lack relatable academic and mentoring role models in their field. This could be significant; Latinas have the lowest percentage of graduate degrees compared to all women of other non-Hispanic racial groups. Lower academic attainment means that Latinas remain underrepresented in professions that require specialized and extensive educational preparation. The findings of this original, qualitative study, currently in progress, aim to close the literature gap on this topic by highlighting the importance of mentoring relationships, how these relationships improve the experiences of first-generation graduate students and how to better prepare students for success.

Partner Spotlight: Mayor Eric Garcetti and The City of Los Angeles

by the L.A. Mayor's Office

In 2015, the L.A. Mayor's Office and the City's Commission on the Status of Women commissioned Mount Saint Mary's University to conduct a first-ever report on the status of women and girls in Los Angeles. The findings not only brought to light persistent gender inequities in the City—they also effected change. The revelatory data led Mayor Eric Garcetti to take action, including a detailed executive directive that has had a tangible and positive effect on gender equity efforts in Los Angeles. Since then, Mayor Garcetti's administration has consistently used the University's research as a measuring stick for progress. This essay shares examples of the Administration's ongoing efforts to promote gender equity across the City, and details the effects of that work.

Collectif:
Anthology
Contributors

Learn more about the faculty, affiliated researchers and student authors of this debut collection of writings.

CAROLYN CONTI, PHD, is a retired computer systems engineer who earned her PhD in bioethics from Duquesne University in 2010. She is currently completing a graduate program in health policy and management at Mount Saint Mary's University. Conti is interested in pursuing a career as an advocate for healthcare reform. Her particular focus is to bring healthcare and other social necessities to underserved populations, especially women who have recently been released from incarceration in jail or prison.

NICOLE HAGGARD, PHD, teaches in the film, media and social justice program at Mount Saint Mary's. Through her project "Race, Sex and Hollywood," Haggard has spent 14 years studying and contextualizing the intersection of race and gender in American culture and the media's ability to impact society. Among her publications are the "Film and Television" entries for *The Report on the Status of Women and Girls in California™* (2016 and 2017), and chapters in "Race in American Film" (2017) and "American Multicultural Studies" (2013). Haggard founded the Center for Women in Hollywood and serves on the board of the Center for Restorative Justice Works.

CAROLINE HELDMAN, PHD, is an associate professor of politics at Occidental College in Los Angeles and the research director for the Geena Davis Institute on Gender in Media at Mount Saint Mary's. Her research specializes in media, the presidency and systems of power (race, class, gender). She has edited and authored numerous books and papers, and has been active in "real-world" politics as a professional pollster, campaign manager and political commentator. Heldman co-founded the New Orleans Women's Shelter and the Lower Ninth Ward Living Museum. She also co-founded End Rape on Campus, Faculty Against Rape and End Rape Statute of Limitations.

STEPHEN INRIG, PHD, is an associate professor at Mount Saint Mary's, where he serves as director of the graduate program in health policy and management, and director of interdisciplinary healthcare research. Inrig is the co-author of "The AIDS Pandemic: Searching for a Global Response" (Springer) and author of "North Carolina and the Problem of AIDS: Advocacy, Politics & Race in the South" (UNC Press). Inrig received his PhD from Duke University in the history of medicine (health policy), his MS in clinical sciences (health systems research) from the University of Texas-Southwestern Graduate School of Biomedical Sciences and his BA in history from the University of North Texas.

CAROL JOHNSTON, PHD, has taught in Mount Saint Mary's education department for more than 10 years and currently serves as chair. She received her PhD in science education from the University of California, Santa Barbara. Her research interests include interactions between scientists and K-12 science teachers, and science and math teacher identities. As principal investigator for a Robert Noyce Teaching Grant, she is exploring what works to bring talented math and science students into the teaching profession. She also is the researcher for a National Science Foundation grant to support women in persevering in science majors at the undergraduate campus.

MICHELLE MELENDRES, EDD, is an assistant professor in the department of sociology, coordinator of the social work and gerontology programs, and director of the Honors program at Mount Saint Mary's. She holds a bachelor's in gerontology and medical sociology from Mount Saint Mary's, an MS degree in social work from Columbia University, and a doctoral degree in education from the University of California, Los Angeles.

MARIANA PORRAS is a senior and Honors Scholar at Mount Saint Mary's pursuing a bachelor's degree in sociology. Upon graduation, she plans to pursue a master's degree in social work, and become a licensed clinical social worker (LCSW). Porras is a research assistant for Dr. Melendres, president of the Sociology, Social Work and Gerontology Association, and member of the Institute for Student Academic Enrichment. She is also a student intern at Huntington Hospital Senior Care Network where she assists older adults and adults with disabilities, and their families, to obtain medical resources.

References

- ¹ National Center for Educational Statistics. Digest of Educational Statistics. (2017). Table 322.50: Bachelor's degrees conferred to females by postsecondary institutions, by race/ethnicity and field of study, 2014–5 and 2015–16. nces.ed.gov/programs/digest/d17/tables/dt17_322.50.asp
- ² McCulloch, H. (2017). *Closing the Women's Wealth Gap: What It Is, Why It Matters, and What Can Be Done About It*. Closing the Women's Wage Gap initiative. womenswealthgap.org/wp-content/uploads/2017/06/Closing-the-Womens-Wealth-Gap-Report-Jan2017.pdf
- ³ U.S. Census Bureau, 2006 and 2016 ACS 1-Year Estimates.
- ⁴ ABC/Washington Post Poll: Sexual Harassment. (October 2017). Survey conducted by Langer Research Associates, New York, N.Y. abcnews.go.com/Politics/unwanted-sexual-advances-hollywood-weinstein-story-poll/story?id=50521721
- ⁵ Smith, S.G., Chen, J., Basile, K.C., Gilbert, L.K., Merrick, M.T., Patel, N., Walling, M. & Jain, A. (2016). The National Intimate Partner and Sexual Violence Survey (NISVS): 2010–2012 State Report. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention. cdc.gov/violenceprevention/pdf/NISVS-StateReportBook.pdf
- ⁶ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table S2301: Employment Status. factfinder.census.gov
- ⁷ Ibid.
- ⁸ Ibid.
- ⁹ Ibid.
- ¹⁰ Torpey, E. & Watson, A. (September 2014). Education level and jobs: Opportunities by state. U.S. Bureau of Labor Statistics. bls.gov/careeroutlook/2014/article/education-level-and-jobs.htm
- ¹¹ Watson, A. (September 2017). Employment trends by typical entry-level education requirement. U.S. Bureau of Labor Statistics. bls.gov/opub/mlr/2017/article/employment-trends-by-typical-entry-level-education-requirement.htm
- ¹² U.S. Census Bureau. 2016 ACS 1-Year Estimates. Tables B23002B, D, H, I: Sex by Age by Employment Status for the Population 16 Years and Over (for African American, Asian American, Latino, and White (not of Hispanic Descent) populations); and Table B23001 for total population. factfinder.census.gov
- ¹³ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table B23001: Sex by Age by Employment Status for the Population 16 Years and Over (Employed Civilian Workforce) factfinder.census.gov
- ¹⁴ Shaw, E., Hegewisch, A., Williams-Baron, E., & Gault, B. (2016). *Undervalued and Underpaid in America: Women in Low-Wage, Female Dominated Jobs*. Institute for Women's Policy Research. iwpr.org/wp-content/uploads/wpallimport/files/iwpr-export/publications/D508%20Undervalued%20and%20Underpaid.pdf
- ¹⁵ England, P., Budig, M., & Folbre, N. (2002). Wages of Virtue: The Relative Pay of Care Work. *Social Problems*, 49(4): 455–73.
- ¹⁶ Wharton, A.S. (2012). *The Sociology of Gender: An Introduction to Theory and Research*. Second Edition. Malden, MA: Wiley-Blackwell Publishing. 221.
- ¹⁷ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table B24020: Sex by Occupation for the Full-time, Year-round Civilian Employed Population 16 Years and Over. factfinder.census.gov
- ¹⁸ Ibid.
- ¹⁹ National Center for Education Statistics. Digest of Education Statistics: 2016. Table 318.45. nces.ed.gov/programs/digest/d16/tables/dt16_318.45.asp
- ²⁰ Sax, L.J., Kanny, M.A., Jacobs, J.A., Whang, H., Weintraub, D.S., & Hroch, A. (2016). Understanding the Changing Dynamics of the Gender Gap in Undergraduate Engineering Majors: 1971-2011. *Research in Higher Education*, 57(5): 570-600. Also see Kanny, M.A., Sax, L.J., and Riggers-Piehl. (2014). Investigating Forty Years of STEM Research: How Explanations for the Gender Gap Have Evolved Over Time. *Journal of Women and Minorities in Science and Engineering*, 20(2): 127-148.
- ²¹ Kanter, R.M. (1993). *Men and Women of the Corporation*. New York: Basic Books.
- ²² Landhuis, E. (September 16, 2017). Tackle Negative Thinking Head-On To Boost Diversity in Biomedicine. NPR. [npr.org/sections/health-shots/2017/09/16/550192727/tackle-negative-thinking-head-on-to-boost-diversity-in-biomedicine](https://www.npr.org/sections/health-shots/2017/09/16/550192727/tackle-negative-thinking-head-on-to-boost-diversity-in-biomedicine); Also see, Vedantam, S. (July 12, 2012). How Stereotypes Can Drive Women to Quit Science. NPR. [npr.org/2012/07/12/156664337/stereotype-threat-why-women-quit-science-jobs](https://www.npr.org/2012/07/12/156664337/stereotype-threat-why-women-quit-science-jobs)
- ²³ Kramer, A.S. & Harris, A.B. (August 4, 2016). Why Women Feel More Stress at Work. *Harvard Business Review*. hbr.org/2016/08/why-women-feel-more-stress-at-work. Also see, Block, C.J., Koch, S.M., Liberman, B.E., Merriweather, T.J. and Roberson, L. (2011). Contending with Stereotype Threat at Work: A Model of Long-Term Responses. *The Counseling Psychologist*, 39(4): 570-600. apa.org/education/ce/stereotype-threat.pdf
- ²⁴ Spencer, S. J., Steele, C.M., & Quinn, D.M. (1999). Stereotype Threat and Women's Math Performance. *Journal of Experimental Social Psychology*, 35: 4-28. Also see Roberson, L., Deitch, E., Brief, A.P., & Block, C.J. (2003). Stereotype Threat and Feedback Seeking in the Workplace. *Journal of Vocational Behavior*, 62: 176-188; Roberson, L., & Kulik, C.T. (2007). Stereotype Threat at Work. *Academy of Management Perspectives*, 21: 24-40.
- ²⁵ Liswood, L. (October 20, 2015). Work stress: why women have it worse than men. *World Economic Forum*. [weforum.org/agenda/2015/10/work-stress-women-have-it-worse/](https://www.weforum.org/agenda/2015/10/work-stress-women-have-it-worse/)
- ²⁶ Brown, A. (March 20, 2017). Despite gains, women remain underrepresented Among U.S. political and business leaders. Pew Research Center. [pewresearch.org/fact-tank/2017/03/20/despite-gains-women-remain-underrepresented-among-u-s-political-and-business-leaders/](https://www.pewresearch.org/fact-tank/2017/03/20/despite-gains-women-remain-underrepresented-among-u-s-political-and-business-leaders/)
- ²⁷ Easter, M. (June 7, 2017). The new Fortune 500 list is out. These California companies made the cut. *Los Angeles Times*. [latimes.com/business/la-fi-fortune-500-california-20170607-story.html](https://www.latimes.com/business/la-fi-fortune-500-california-20170607-story.html)
- ²⁸ UC Davis Graduate School of Management in partnership with Watermark. (2015). UC Davis Study of California Women Business Leaders: A Census of Women Directors and Highest-Paid Executives 2015-16. gsm.ucdavis.edu/sites/main/files/file-attachments/ucdaviswomenstudy2015_web.pdf
- ²⁹ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table B24020: Sex by Occupation for the Full-time, Year-round Civilian Employed Population 16 Years and Over. factfinder.census.gov
- ³⁰ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table B24020: Sex by Occupation for the Full-time, Year-round Civilian Employed Population 16 Years and Over. factfinder.census.gov
- ³¹ American Express OPEN. (November 8, 2017). The 2017 State of Women-Owned Businesses Report. about.americanexpress.com/news/docs/2017-State-of-Women-Owned-Businesses-Report.pdf; see also Glover, M. (November 8, 2017). More than 1.5 million women-owned businesses in California, report says. *Sacramento Bee*. [sacbee.com/news/business/article183464191.html](https://www.sacbee.com/news/business/article183464191.html)
- ³² Eagly, A. & Carli, L.L. (September, 2007). Women and the Labyrinth of Leadership. *Harvard Business Review*. hbr.org/2007/09/women-and-the-labyrinth-of-leadership
- ³³ Eagly, A.H. & Karau, S. (2002). Role Congruity Theory of Prejudice Toward Female Leaders. *Psychological Review*, 109, 573-598. Also see Eagly, A.H., Karau, S.J., & Makhijani, M.G. (1995). Gender and the Effectiveness of Leaders: A Meta-Analysis. *Psychological Bulletin*, 117, 125-145; Heilman, M.E. (2001). Description and Prescription: How Gender Stereotypes Prevent Women's Ascent up the Organizational Ladder. *Journal of Social Issues*, 57: 657-674.
- ³⁴ Eagly, A.H. (1987). *Sex Differences in Social Behavior: A Social-Role Interpretation*. Hillsdale, NJ: Lawrence Erlbaum. Also see Rudman, L.A. & Glick, P. (2001). Prescriptive Gender Stereotypes and Backlash Toward Agentic Women. *Journal of Social Issues*, 57: 743-762; Croft, A., Schmader, T. & Block, K. (2015). An Underexamined Inequality: Cultural and Psychological Barriers to Men's Engagement with Communal Roles. *Personality and Social Psychology Review*, 19:343–370; Haines, E.L., Deaux, K., & Lofaro, N. (2016). The Times They Are a-Changing... or Are They Not? A Comparison of Gender Stereotypes, 1983–2014. *Psychology of Women Quarterly*, 40(3): 353-363.

- ³⁵ Eagly, A. & Carli, L.L. (2007). Women and the Labyrinth of Leadership. *Harvard Business Review*, September. hbr.org/2007/09/women-and-the-labyrinth-of-leadership
- ³⁶ Center for American Women and Politics. (2017). Gender Differences in Voter Turnout. Eagleton Institute of Politics, Rutgers University, NJ. cawp.rutgers.edu/
- ³⁷ Dittmar, K. (2017) A Closer Look: Women in the 115th Congress. Center for American Women and Politics, Rutgers University. cawp.rutgers.edu
- ³⁸ California Women Lead. (2017). *The Status of Women in California Government – 2017*. cawomenlead.org/?page=StatewideReports
- ³⁹ Ibid.
- ⁴⁰ Dittmar, K. (2017). Candidates Matter: Gender Differences in Election 2016. Center for American Women and Politics. Rutgers University, NJ. cawp.rutgers.edu
- ⁴¹ California Secretary of State. (December 2016). Statement of Vote: November 8, 2016, General Election. sos.ca.gov/elections/prior-elections/statewide-election-results
- ⁴² Dittmar, K. (2017). Women Candidates in Election 2018: One Year from Election Day. Center for American Women and Politics. Rutgers University, NJ. cawp.rutgers.edu/sites/default/files/resources/a_closer_look_2018_outlook_final.pdf
- ⁴³ Lawless, J.L. & Fox, R.L. (2017). *The Trump Effect: Results from Political/American University/Loyola Marymount University Survey of Potential Candidates*. Women and Politics Institute. Washington, DC. american.edu/spa/wpi/upload/The-Trump-Effect.pdf
- ⁴⁴ Lawless, J.L. & Fox, R.L. (2013). *Girls Just Wanna Not Run: The Gender Gap in Young American's Political Ambition*. Women and Politics Institute. Washington, DC. american.edu/spa/wpi/upload/girls-just-wanna-not-run_policy-report.pdf
- ⁴⁵ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table B20005: Sex by Work Experience in the Past 12 Months by Earnings in the Past 12 Months (in 2016 inflation-adjusted dollars) for the Population 16 years and Over. factfinder.census.gov
- ⁴⁶ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table B20017: Median Earnings in the Past 12 Months (in 2016 inflation-adjusted dollars) for the Population 16 Years and Over with Earnings in the Past 12 Months. factfinder.census.gov
- ⁴⁷ Citing 200% of the FPL as a benchmark to understand the low end of the earning spectrum is standard practice among research that explore earnings. Two-hundred percent of the FLP can be compared to California's living wage, which suggests that \$29,100 before taxes for an individual would cover annual expenses for a general Californian. For more information, see: Glasmire, A. and the Massachusetts Institute of Technology. (2018). Living Wage Calculator for California.
- ⁴⁸ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table B20005: Sex by Work Experience in the Past 12 Months (in 2016 inflation-adjusted dollars) for the Population 16 Years and Over. factfinder.census.gov
- ⁴⁹ Ibid.
- ⁵⁰ Council of Economic Advisers. (January, 2016). *The Gender Pay Gap on the Anniversary of the Lilly Ledbetter Fair Pay Act*. Washington, DC. obamawhitehouse.archives.gov
- ⁵¹ Executive Order No. 13738, 3 C. F. R. 55807 (2016). gpo.gov/fdsys/pkg/FR-2016-08-26/pdf/2016-20713.pdf
- ⁵² Council of Economic Advisers. (January, 2016). *The Gender Pay Gap on the Anniversary of the Lilly Ledbetter Fair Pay Act*. Washington, DC. obamawhitehouse.archives.gov
- ⁵³ Masunaga, S. (September 2, 2015). California Equal Pay Bill May be Toughest in Nation. *Los Angeles Times*. latimes.com/business/la-fi-equal-pay-20150902-story.html
- ⁵⁴ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table S2412: Occupation by Sex and Median Earnings in the Past 12 Months (in 2016 inflation-adjusted dollars) for the Full-time, Year-round Civilian Employed Population 16 Years and Over. factfinder.census.gov
- ⁵⁵ Bureau of Labor Statistics. (2017). Table 39: Median weekly earnings of full-time wage and salary workers by detailed occupation and sex. bls.gov/cps/cpsaat39.pdf
- ⁵⁶ U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Center for Health Statistics, Division of Vital Statistics. (February 2017). *Natality public-use data 2007-2015 on the CDC WONDER Database [Data files]*. wonder.cdc.gov/natality-current.html
- ⁵⁷ U.S. Census Bureau. (2006, 2016). ACS, 1-year Estimates. Tables B20017, B20017B, B20017D, B20017H, B20017I: Median Earnings in the Past 12 Months (in 2006 or 2016 inflation-adjusted dollars) by Sex by Work Experience for the Population 16 Years and Over. factfinder.census.gov
- ⁵⁸ Bureau of Labor Statistics, U.S. Department of Labor. (November 4, 2013). Women's earnings, 1979-2012. *The Economics Daily*. Washington, DC. bls.gov/opub/ted/2013/ted_20131104.htm. Also see for 2016: Women's and men's earnings by age in 2016. *The Economics Daily*. Washington, DC. bls.gov/opub/ted/2017/womens-and-mens-earnings-by-age-in-2016.htm
- ⁵⁹ Whitehurst, G.J. (2016). Why the Federal Government Should Subsidize Childcare and How to Pay for it. Brookings Evidence Speaks Reports, 2(11). brookings.edu/research/why-the-federal-government-should-subsidize-childcare-and-how-to-pay-for-it
- ⁶⁰ Anderson, D.J., Binder M. & Krause K. (2003). The Motherhood Wage Penalty Revisited: Experience, Heterogeneity, Work Effort, and Work-Schedule Flexibility. *Industrial and Labor Relations Review*, 56:273-294. Also see Budig M.J. & England P. (2001). The Wage Penalty for Motherhood. *American Sociological Review*, 66:204-225.
- ⁶¹ Kahn, J.R., García-Manglano, J., & Bianchi, S.M. (2014). The Motherhood Penalty at Midlife: Long-Term Effects of Children on Women's Careers. *Journal of Marriage and the Family*, 76(1), 56-72. ncbi.nlm.nih.gov/pmc/articles/PMC4041155/
- ⁶² Correll, S.J., Benard, S. & Paik, I. (2007). Getting a Job: Is There a Motherhood Penalty. *American Journal of Sociology*, 112(5): 1297-1339. gender.stanford.edu/sites/default/files/motherhoodpenalty.pdf
- ⁶³ Crittenden, A. (2001). *The Price of Motherhood: Why the Most Important Job in the World Is Still the Least Valued*. New York: Metropolitan Books.
- ⁶⁴ U.S. Bureau of Labor Statistics. (2017). Women in the Labor Force: A Databook. (see Table 26). bls.gov/opub/reports/womens-databook/2016/pdf/home.pdf
- ⁶⁵ Glynn, S.J. (December 2016). Breadwinning Mothers are Increasingly the U.S. Norm. Center for American Progress. Washington, DC. americanprogress.org/issues/women/reports/2016/12/19/295203
- ⁶⁶ Joint Economic Committee, United States Congress. (May 2015). *How Working Mothers Contribute to the Economic Security of American Families*. Washington, DC. jec.senate.gov/public/index.cfm/democrats/2015/5/how-working-mothers-contribute-to-the-economic-security-of-american-families
- ⁶⁷ Glynn, S.J. (December 2016). Breadwinning Mothers are Increasingly the U.S. Norm. Center for American Progress. Washington, DC. americanprogress.org/issues/women/reports/2016/12/19/295203
- ⁶⁸ Joint Economic Committee, United States Congress. (May 2015). *How Working Mothers Contribute to the Economic Security of American Families*. Washington, D.C. jec.senate.gov/public/index.cfm/democrats/2015/5/how-working-mothers-contribute-to-the-economic-security-of-american-families
- ⁶⁹ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table B13012: Women 16-50 Years Who had a Birth in the Past 12 Months by Marital Status and Labor Force Status. factfinder.census.gov
- ⁷⁰ Wage and Hour Division, U.S. Department of Labor. Fact Sheet #28: The Family and Medical Leave Act. dol.gov/wb/media/Wage_Hour_Division_Fact_Sheet_28.pdf
- ⁷¹ Organization for Economic Cooperation and Development (OECD), Social Policy Division. (2017). PF2.I: Key characteristics of parental leave systems. (See Table PF2.1.A.: Summary of paid leave entitlements available to mothers, 2016). oecd.org/els/family/database.htm
- ⁷² California Department of Fair Employment and Housing. (2017) PDL, CFRA, and FMLA Requirements and Obligations. dfeh.ca.gov/resources/frequently-asked-questions/employment-faqs/pregnancy-disability-leave-faqs/pdl-cfra-fmla-guide

- ⁷³ California Employment Development Department (EDD). (December 2015). *Paid Family Leave Market Research*. Sacramento, CA. Prepared by Andrew Chang & Company, LLC. [edd.ca.gov/Disability/pdf/Paid Family Leave Market Research Report 2015.pdf](http://edd.ca.gov/Disability/pdf/Paid%20Family%20Leave%20Market%20Research%20Report%202015.pdf)
- ⁷⁴ Ibid.
- ⁷⁵ 2017 Working Mother 100 Best Companies. (2017). Data Snapshot and The List. Working Mother Research Institute. workingmother.com/sites/workingmother.com/files/attachments/2017/09/100-best-snap-092017-final.pdf
- ⁷⁶ The National Conference of State Legislatures (NCSL). (2017). Breastfeeding State Laws. ncsl.org/research/health/breastfeeding-state-laws.aspx
- ⁷⁷ Gunderson E.P., Lewis C.E., Lin Y., Sorel M., Gross M., Sidney S., Jacobs D.R., Shikany J.M. & Quesenberry, C.P. (January 16, 2018). Lactation Duration and Progression to Diabetes in Women Across the Childbearing Years: The 30-Year CARDIA Study. *JAMA Internal Medicine*. jamanetwork.com/journals/jamainternalmedicine/fullarticle/2668634
- ⁷⁸ California Department of Public Health, Maternal, Child and Adolescent Health Division. (2016). MIHA Report, 2013-2014: Data from the Maternal and Infant Health Assessment (MIHA) Survey. Sacramento, CA. cdph.ca.gov/Programs/CFH/DMCAH/MIHA/CDPH%20Document%20Library/MIHA-AnnualReport-2013-2014-County-Regional.pdf
- ⁷⁹ The National Conference of State Legislatures (NCSL). (2017). Breastfeeding State Laws. ncsl.org/research/health/breastfeeding-state-laws.aspx
- ⁸⁰ BreastfeedLA and the California Women's Law Center recently prepared an "accessibility of lactation accommodation policies" report card for Los Angeles County higher education institutions as a baseline assessment of breastfeeding policy support for students and employees of colleges and universities in Los Angeles. Mount Saint Mary's University was awarded the only "A" and is recognized for supporting nursing mothers at work.
- ⁸¹ Phelps, C. (2011). Economic Issues of Breastfeeding. *Breastfeeding Medicine*, 6(5): 307-311. online.liebertpub.com/doi/pdfplus/10.1089/bfm.2011.0062
- ⁸² National Public Radio, Robert Wood Johnson Foundation & Harvard T.H. Chan School of Public Health. (May 2016). *The Workplace and Health*. npr.org/documents/2016/jul/Workplace-Health-Poll.pdf
- ⁸³ Pew Research Center. (2015). Raising Kids and Running a Household: How Working Parents Share the Load. pewsocialtrends.org/2015/11/04/raising-kids-and-running-a-household-how-working-parents-share-the-load
- ⁸⁴ Ibid.
- ⁸⁵ Ibid.
- ⁸⁶ Ibid.
- ⁸⁷ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table S2302: Employment Characteristics of Families. factfinder.census.gov
- ⁸⁸ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table S1702: Poverty Status in the Past 12 Months of Families. factfinder.census.gov
- ⁸⁹ U.S. Census Bureau. 2016 ACS 1-Year Estimates. Table S2302: Employment Characteristics of Families. factfinder.census.gov
- ⁹⁰ Heilman, M.E. & Wallen, A.S. (2010). Wimpy and undeserving of respect: Penalties for men's gender-inconsistent success. *Journal of Experimental Social Psychology*, 46: 664-667.
- ⁹¹ California Employment Development Department (EDD). (December 2015). *Paid Family Leave Market Research*. Sacramento, CA. Prepared by Andrew Chang & Company, LLC. [edd.ca.gov/Disability/pdf/Paid Family Leave Market Research Report 2015.pdf](http://edd.ca.gov/Disability/pdf/Paid%20Family%20Leave%20Market%20Research%20Report%202015.pdf)
- ⁹² ABC/Washington Post Poll: Sexual Harassment. (October 2017). Survey conducted by Langer Research Associates, New York, N.Y. abcnews.go.com/Politics/unwanted-sexual-advances-hollywood-weinstein-story-poll/story?id=50521721
- ⁹³ Ibid.
- ⁹⁴ Ahn, L. & Ruiz, M. (February 16, 2015). Survey: 1 in 3 Women has been Sexually Harassed at Work (originally published as *He Said WHAT at Work?* in the March 2015 issue of *Cosmopolitan* magazine). *Cosmopolitan*. cosmopolitan.com/career/news/a36453/cosmopolitan-sexual-harassment-survey
- ⁹⁵ Vassallo, T., Levy, E., Madamslu, M., Mickell, H., Porter, Bennett, Leas, M. & Oberweis, J. (2015). *Elephant in the Valley*. elephantinthevalley.com
- ⁹⁶ National Sexual Violence Resource Center. (2017). Key Findings of the Select Task Force on the Study of Harassment in the Workplace. nsvrc.org/sites/default/files/publications_nsvrc_research-translation_key-findings-select-task-force-study-harassment-in-the-workplace.pdf
- ⁹⁷ U.S. Equal Employment Opportunity Commission. (2017). *Charges Alleging Sex-Based Harassment (Charges filed with EEOC) FY 2010-FY 2016 [data file]*. eeoc.gov/eeoc/statistics/enforcement/sexual_harassment_new.cfm
- ⁹⁸ National Sexual Violence Resource Center. (2017). Key Findings of the Select Task Force on the Study of Harassment in the Workplace. nsvrc.org/sites/default/files/publications_nsvrc_research-translation_key-findings-select-task-force-study-harassment-in-the-workplace.pdf
- ⁹⁹ Cortina, L.M. & Berdahl, J. (2008). Sexual Harassment in Organizations: A Decade of Research in Review in J. Barling and C. L. Cooper. *The SAGE Handbook of Organizational Behavior: Volume I - Micro Approaches*. 469-497. London: SAGE Publications Ltd. lsa.umich.edu/psych/lilia-cortina-lab/Cortina&Berdahl.2008.pdf
- ¹⁰⁰ Cortina, L.M. & Magley, V.J. (2003). "Raising Voice, Risking Retaliation: Events Following Interpersonal Mistreatment in the Workplace," *Journal of Occupational Health Psychology*, 8(4): 247-265. citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.518.3744&rep=rep1&type=pdf
- ¹⁰¹ U.S. Census Bureau. 2006/2016 ACS 1-Year Estimates. Table B15002: Sex by Educational Attainment for the Population 25 Years and Over. factfinder.census.gov
- ¹⁰² U.S. Census Bureau. 2006/2016 ACS 1-Year Estimates. Table B24020: Sex by Occupation for the Full-time, Year-round Civilian Employed Population 16 Years and Over. factfinder.census.gov
- ¹⁰³ UC Davis Graduate School of Management in partnership with Watermark. (2015). UC Davis Study of California Women Business Leaders: A Census of Women Directors and Highest-Paid Executives 2015-16. gsm.ucdavis.edu/sites/main/files/file-attachments/ucdavis-womenstudy2015_web.pdf
- ¹⁰⁴ Center for Women in American Politics. (2017). State Fact Sheet - California. cawp.rutgers.edu/state_fact_sheets/ca. Also see, California Women Lead. (2017). *The Status of Women in California Government-2017*. cawomenlead.org/?page=StatewideReports and the Center for American Women and Politics (2017). *History of Women in the U.S. Congress*. Rutgers University. cawp.rutgers.edu/history-women-us-congress
- ¹⁰⁵ Lauzen, Martha M. (2016). The Celluloid Ceiling: Behind the Scenes Employment of Women on the Top 100, 250, and 500 Films of 2016. Center for the Study of Women in Television and Film. San Diego State University. San Diego, CA. womenintvfilm.sdsu.edu/wp-content/uploads/2017/01/2016_Celluloid_Ceiling_Report.pdf. Also see, Smith, S.L., Choueiti, M., and Pieper, K. (2017). Inequality in 900 Popular Films: Examining Portrayals of Gender, Race/Ethnicity, LGBT, and Disability from 2007-2016. Media, Diversity and Social Change Initiative. annenberglab.usc.edu

Contributors

Mount Saint Mary's annual Report on the Status of Women and Girls in California™ was created by the University's Center for the Advancement of Women. Thank you to the following individuals and partners for providing their expertise for this year's Report and accompanying anthology, *Collectif*.

Emerald Archer, PhD

EDITOR IN CHIEF

Emerald Archer is the director of the Center for the Advancement of Women at Mount Saint Mary's. She has dedicated her career to studying questions related to gender equity and women's representation in non-traditional domains such as the United States military. Through the Center, Archer's primary goal is to promote and increase gender equity in California. She leads the Center's efforts related to applied research, education and policy analysis. Archer previously served as a faculty member in the department of politics and history and as the associate dean of the College of Liberal Arts at Woodbury University.

Eleanor Siebert, PhD

LEAD RESEARCHER

Eleanor Siebert is professor emerita and former provost and academic vice president of Mount Saint Mary's. She is a fellow of the American Chemical Society and active in accrediting colleges and universities in the western United States. Siebert serves on the board of directors of the Southern California Expanding Your Horizons collaborative, which encourages middle school girls to pursue science and mathematics courses. She is a former board member of the National Science Teachers Association and has served as chief reader of the Advanced Placement Program in chemistry. She has served the University for more than 40 years.

Acknowledgments

Ann McElaney-Johnson, PhD, *president*

Robert Perrins, PhD, *provost and academic vice president*

Stephanie Cubba, DPA, *vice president, institutional advancement*

Kimberly Kenny, *associate vice president, institutional advancement*

Debbie Ream, *director, communications and marketing*

Pia Orense, *editing; assistant director, communications and marketing*

Phillip Jordan, *editing; manager, communications and marketing*

Sarah Shealy, *editing; assistant professor of nursing*

Piper Murakami, *design*

Sarah Scopio, *fact-checking and proofreading*

Avni Thakkar, *proofreading*

Geena Davis Institute on Gender in Media at Mount Saint Mary's University

PrismPublishing™ of
Mount Saint Mary's University

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 women and men. Mount alums are engaged, active, global citizens who use their knowledge and skills to better themselves, their communities and the world.
MSMU.EDU

About the Center for the Advancement of Women

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

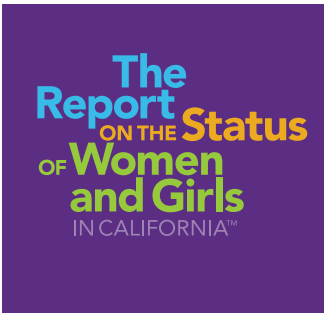
Engage for Equity

The Center for the Advancement of Women at Mount Saint Mary's University is a hub for gender equity research, advocacy and leadership development. The Center's goal is to work with partners to eradicate gender inequities in the workforce and beyond.

We invite you to join us!

Here are ways to partner with us now and amplify our message of gender equity across California:

- **Visit the Center for the Advancement of Women website to learn more about our public programs, research initiatives and partnerships.**
And then share our work with individuals, nonprofit leaders and policymakers who fight for gender equity in their communities. **MSMU.EDU/CAW**
- **Read and share *Collectif*.**
A companion anthology to this year's Report, *Collectif* is a collection of original research and essays on issues related to the advancement of women and girls. **MSMU.EDU/COLLECTIF**
- **Run for office.**
Register for Mount Saint Mary's Ready to Run™ program—a nonpartisan campaign training for women—and gain the skills and confidence needed to pursue public service. **MSMU.EDU/R2R**
- **Research gender inequities in your own community.**
The Center has developed focused research reports for nonprofits, foundations, corporations and government agencies. We have also created *A Guide to Using U.S. Census Data* for community members who are interested in preparing their own localized reports. **MSMU.EDU/CAW**
- **Become a partner with the Center for the Advancement of Women.**
Join us to support timely research as an underwriter; bring our experts to speak to your community; sponsor one of our annual public events; create internship opportunities or establish a scholarship for young women.
Contact the Center's director, Emerald Archer, PhD, at 213.477.2544 or emarcher@msmu.edu. **MSMU.EDU/CAW**



CHALON CAMPUS
12001 Chalon Road
Los Angeles, CA 90049
310.954.4000

DOHENY CAMPUS
10 Chester Place
Los Angeles, CA 90007
213.477.2500

MSMU.EDU



PRODUCED BY
The Center for the Advancement of Women
at Mount Saint Mary's University
MSMU.EDU/CAW

This report is made possible,
in part, by our sponsors.

SPONSORS

