

CITY OF GLENDALE  
GLENDALE COMMISSION ON THE STATUS OF WOMEN

# report on the status of women and girls

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## **2 A Message from the Commission**

## **3 Report Highlights**

## **5 Demographics**

Population  
Racial/Ethnic Distribution  
Age  
Households  
Relationship Status  
Language Spoken at Home

## **9 Education**

K-12 Students  
Educational Attainment

## **12 Employment and Earnings**

Employment  
Earnings  
Occupations

## **15 Veterans**

Demographics  
Educational Attainment  
Employment  
Earnings  
L.A. County Veterans:  
    Needs Assessment  
Military Sexual Trauma  
Poverty  
Homeless Veterans

## **18 Poverty**

Measuring Poverty  
Poverty Status  
Poverty and the Elderly  
Poverty and Families  
Homelessness

## **21 Health**

Life Expectancy  
Maternal and Infant Health  
Behaviors that Impact Health  
Leading Causes of Death  
Preventive Care  
Access to Healthcare

## **25 Safety**

Neighborhood Safety  
Crime in Glendale  
Domestic Violence  
Sexual Violence  
Human Trafficking

## **28 Leadership**

Women in Business  
Political Participation  
    of Women in Elected Positions

## **33 Acknowledgements**

## **34 About the Commission on the Status of Women**

## **36 Resource Guide**

## **2015-2016 REPORT ON THE STATUS OF WOMEN AND GIRLS**

## **Table of Content**

## **A Message from the Commission**

A decade ago, the Glendale Commission on the Status of Women (CSW) created a first-of-its-kind research report on key issues affecting women and girls in the City. That City of Glendale Commission on the Status of Women Report brought much-needed attention to issues such as domestic violence, the impact of education and the disparity in pay between men and women.

Now, the Glendale CSW has commissioned a new report. The 2015-2016 City of Glendale Report on the Status of Women and Girls, prepared by Mount Saint Mary's University, delves into an even broader range of topics. The goal: to assess the latest data and trends making an impact on the lives of more than 108,000 women and girls who make up 54% of Glendale's population.

This new report provides a snapshot of the City through the lens of Glendale's women and girls across eight key issue areas: Demographics; Education; Employment and Earnings; Veterans; Poverty; Health; Safety; and Leadership. The following pages also include comparisons to findings in the 2004-2006 study, charting progress made and highlighting persistent gender gaps that remain.

The Glendale CSW is inspired by a vision of a City where the fully realized potential of all women and girls enriches the entire community; where all women and girls have equal rights, opportunities and choices exercised freely, comfortably and safely; where all women and girls have a strong voice and equal participation in the affairs of the community; and where diversity is celebrated.

It is our hope that this report will reveal the areas where we are closest to realizing this vision—and help focus our attention on the areas where work still needs to be done.

— *City of Glendale Commission on the Status of Women*

## Report Highlights

### Demographics

- The majority of Glendale's female residents identify as white (61%), while L.A. County is nearly half (48%) Latina. Glendale's Armenian-American population has increased from 28% in 2000 to 37% by the end of 2013.
- Glendale's women as a group are older than the City's men, with median ages of 43.5 and 38.8 years, respectively. The median age of L.A. County residents is 35.8 years in 2014.
- Compared with 2004-2006, households in Glendale today are three times more likely to be headed by single mothers or women living alone.

### Education

- In Glendale, 54% of girls enrolled in K-12 public schools are white (not of Hispanic origin) and 24% are Latina of any race. In the Los Angeles Unified School District, by comparison, 10% of girls are white and 74% are Latina.
- Glendale women tend to be better educated than women in the county and state. Only 1% of Glendale women 18-24 years of age have less than a high school education; 12% of L.A. County women have less than a high school education.
- The difference in educational attainment between Glendale's women and men is most striking among those between 25-34 years of age: 52% of women in this age group hold a four-year college/university degree, versus only 37% of men.

### Employment and Earnings

- Glendale's full-time, year-round working women earn \$1.05 to every \$1 earned by Glendale's men. In contrast, California women earn 84% of their male counterparts; full-time working U.S. women earn 78% of what men earn.
- When including the total employed population of Glendale—including part-time and seasonal employees—women earn 94% of what men earn in the City.

### Veterans

- Women constitute 7% of California's veteran population. However, in Glendale, just over 1% of the City's veterans are women. All are over the age of 55 years.
- Women are disproportionately impacted by military sexual assaults: approximately one in five women report experiencing military sexual trauma. In a 2014 L.A. County Veterans Study, including Glendale veterans, reports of military sexual trauma were five to ten times higher for women than for men.

## Poverty

- The poverty rate for Glendale's females is slightly higher than that for males: 16.8% of women live in poverty, compared with 16.4% for Glendale's men. The poverty rate for women in L.A. County overall is 20.0%.
- In Glendale, a greater proportion of white women live in poverty than those of color: one in five white females who are not of Hispanic origin lives in poverty.
- Of Glendale's 17,862 female residents who live in poverty: 5% are under the age of 5 years; 23% are under the age of 18 years; and 18% are 65 years-plus. Families headed by single mothers are far more likely to live in poverty than married-couple families.

## Health

- From birth, Glendale women have a life expectancy of 84.5 years, five years longer than Glendale men, who can expect to live 79.2 years.
- As is true for women across the state, the leading causes of death for Glendale women are heart disease and cancer.

## Safety

- Glendale has been rated as one of the safest cities of its size (100,000-500,000 population) in the United States, based on its crime rate for murder, rape, robbery, aggravated assault, burglary and motor vehicle theft.
- Women are disproportionately affected by domestic violence. In 2014, Glendale Police reported 285 calls for assistance related to domestic violence.
- Among 208 homeless individuals in the City, the 2015 Glendale Homeless Count identified 63 persons as being homeless due to domestic violence: 52 were women and their children.

## Leadership

- Only 17 of the California 400 companies have a female CEO; two of these companies are located in Glendale. Overall, the City's California 400 companies outpace the state average in terms of women among their leadership teams.
- The number of self-employed women owning an incorporated business grew from 716 to 1,612 from 2006 to 2014, an increase of 125%. Overall, roughly 41% of privately owned businesses in Glendale are owned or co-owned by women. Women also make up 65% of Glendale's not-for-profit workforce, and have a higher median salary than their male counterparts in the not-for-profit workforce.
- Two-thirds of the elected officials representing Glendale in L.A. County and California policy-making bodies are men. Women also comprise 40% of the elected city council seats in Glendale, compared with a 28% statewide average. And women make up 80% of seats on the Glendale Board of Education.
- However, of the 17 members of the City of Glendale's current executive team—including 15 appointed positions and two elected positions—15 positions are filled by males. Among the 60 appointed members of Glendale's boards and commissions, 32% are women.

## Demographics

### Population

The population of Glendale is estimated to be 200,000, comprising 2% of the population of L.A. County. Fifty-four percent of Glendale's residents are female.<sup>1</sup>

### Racial/Ethnic Distribution

The majority of Glendale's residents identify as white, while L.A. County is nearly half (48%) Latino.<sup>2</sup> The racial/ethnic distribution of women reflects the difference between Glendale and L.A. County.<sup>3</sup>

Race and ethnicity of women in Glendale & L.A. County: 2014

	Glendale	L.A. County
African American	N/A*	9%
Asian American	17%	15%
Latina	18%	48%
White	61%	26%
Other	3%	2%

\*Note: The African-American population is so small as to be statistically unstable.

Source: U.S. Census 2014 American Community Survey 1-Year Estimates.

The City has become slightly more diverse over the past decade, with the population of white women decreasing from 66% in 2006 to 61% in 2014. In the same timeframe there has been an increase in Asian-American women (13% to 17%) and Latinas (17% to 18%), but the count of African-American women remains too small to be statistically reliable.<sup>4</sup>

Among the City's white population, Glendale is home to the second-largest Armenian-American population in the country, trailing only the much larger city of Los Angeles.<sup>5</sup>

<sup>1</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S0101: Age and Sex. <http://factfinder.census.gov>

<sup>2</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S0501: Selected Characteristics of the Native and Foreign-Born Populations. <http://factfinder.census.gov>

<sup>3</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table B01001 and Tables B01001B, D, H, I: Sex by Age. <http://factfinder.census.gov>

<sup>4</sup> U.S. Census 2006 American Community Survey 1-Year Estimates. Table B01001 and Tables B01001B, D, H, I: Sex by Age. <http://factfinder.census.gov>

<sup>5</sup> U.S. Census data through *People reporting ancestry*; see specific references in the following table.

## The Armenian-American community in L.A. County

	Glendale		Los Angeles		L.A. County	
	Population	% total population	Population	% total population	Population	% total population
2000 <sup>6</sup>	53,840	28%	64,997	2%	152,910	2%
2005-2009 <sup>7</sup>	62,905	32%	73,076	2%	176,163	2%
2009-2013 <sup>8</sup>	72,098	37%	79,710	2%	194,259	2%
2014 <sup>9</sup>	N/A	N/A	79,640	2%	192,084	2%

Note: N/A notes data not available for this single year due to small population sample size.

Source: U.S. Census, as specifically noted in footnotes below.

While more Armenian Americans live in the city of Los Angeles than in Glendale, they comprise only 2% of the population in the city of Los Angeles. Glendale has more Armenian Americans living in its City proportionate to population. More than one in three Glendale residents (37%) identified with an Armenian ancestry over the five-year period from 2009 to 2013.

### Age

In 2014, 15% of Glendale's females were girls under the age of 18 years. This age distribution contrasts with females across L.A. County and the state, where more than one out of every five girls is under the age of 18 years.<sup>10</sup>

Glendale's women tend to be older than those across the county and state

Age group	Glendale	L.A. County	California
Under 5 years	4%	6%	6%
5-17 years	11%	16%	17%
18-24 years	8%	10%	10%
25-34 years	16%	15%	14%
35-44 years	13%	14%	13%
45-54 years	16%	14%	14%
55-64 years	14%	13%	12%
65-74 years	10%	7%	8%
75-84 years	6%	4%	4%
85+ years	2%	2%	2%
Median age	43.5 years	36.9 years	37.1 years

Source: U.S. Census 2014 American Community Survey 1-Year Estimates.

<sup>6</sup> U.S. Census QT-P13 Ancestry: 2000 Census. 2000 Summary File 3 (SF 3). <http://factfinder.census.gov>

<sup>7</sup> U.S. Census 2005-2009 American Community Survey 5-Year Estimates. Table B04006: People reporting ancestry. <http://factfinder.census.gov>

<sup>8</sup> U.S. Census 2009-2013 American Community Survey 5-Year Estimates. Table B04006: People reporting ancestry. <http://factfinder.census.gov>

<sup>9</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table B04006: People reporting ancestry. <http://factfinder.census.gov>

<sup>10</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S0101: Age and sex. <http://factfinder.census.gov>

Glendale’s women as a group are older than the City’s men, with median ages of 43.5 and 38.8 years, respectively. The 2004-2006 City of Glendale Commission on the Status of Women Report noted that the face of older Glendale residents is increasingly female, a fact that remains true today in Glendale and across the nation.<sup>11</sup>

#### Glendale’s older population is increasingly female

Age group	Number in age group	% female	% male
All ages	200,161	54%	46%
60 years and older	45,109	58%	42%
65 years and older	32,977	59%	41%
75 years and older	14,955	60%	40%
85 years and older	3,910	61%	39%

Source: U.S. Census 2014 American Community Survey 1-Year Estimates.

### Households

The 2014 Census estimates that there are 72,163 households in Glendale, of which 34% are owner-occupied and 66% are rental units. Seventy percent of all Glendale households are families with an average size of 3.4 persons; the remaining 30 percent of Glendale households are non-family households—a householder living alone or with non-relatives only.<sup>12</sup>

Comparing to statistics cited in the 2004-2006 Report on the Status of Women in Glendale (based on the 2000 Census count), a smaller percentage of today’s Glendale households have children under the age of 18 years. Households in Glendale today are three times more likely to be families headed by single women or women living alone.

#### Characteristics of Glendale households: 2000 versus 2014

	2000 <sup>13</sup>	2014
Total households	71,805	72,163
Households with children under 18 years	33%	24%
Female-headed households (no husband present)	5%	15%
Unmarried-partner households <ul style="list-style-type: none"> <li>• Mixed sex (as percentage of unmarried-partner households)</li> <li>• Same sex (as percentage of unmarried-partner households)</li> </ul>	3% <ul style="list-style-type: none"> <li>• 77%</li> <li>• 23%</li> </ul>	4% <ul style="list-style-type: none"> <li>• 93%</li> <li>• 7%</li> </ul>

Source: U.S. Census 2014 American Community Survey 1-Year Estimates.

The percentage of households with unmarried partners has slightly increased; a much larger percentage of today’s households with unmarried partners consist of mixed-sex partners than in 2000.

<sup>11</sup> *Ibid.* (Additionally: The 2004-2006 Report on the Status of Women in Glendale may be found at <http://glendaleca.gov/home/showdocument?id=10889>)

<sup>12</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S1101: *Households and families*. <http://factfinder.census.gov>

<sup>13</sup> 2004-2006 Report on the Status of Women in Glendale, p. 9.

## Relationship Status

A greater percentage of Glendale’s women today are single (having never been married) than in the year 2000; and a smaller percentage are married than at the turn of the century. The U.S. Census tracks marriage data beginning at 15 years of age. Among females 15 years and older, nearly one-third (32%) have never been married and 48% are married.<sup>14</sup> This compares with figures in the 2004-2006 City of Glendale Report where roughly 25% of women 15 years and older had never been married and 51% were married.<sup>15</sup> The remaining women, roughly 20% in both 2000 and 2014, were either widowed or divorced.

## Languages Spoken in the Home

A smaller percentage of Glendale’s residents than those across L.A. County speak only English: 29% in Glendale compared with 43% of county residents. In Glendale, 40% speak an Indo-European language<sup>16</sup>, including Armenian; in L.A. County, 5% speak an Indo-European language. A relatively small proportion of Glendale’s residents (16%) speak Spanish; this is compared with 39% of the County’s population who speak Spanish.<sup>17</sup>

## Languages Spoken by Glendale’s Residents Vary by Age<sup>18</sup>

As the table below illustrates, a greater percentage of older residents speak an Indo-European language, while a smaller percentage speak Spanish.

Percentage of Glendale’s residents and languages spoken at home

	5-17 Years	18-64 Years	65 Years and older
English only	33%	27%	34%
Spanish	20%	16%	11%
Indo-European (other than Spanish)	37%	40%	42%
Asian American & Pacific Island languages	8%	14%	11%
Other languages	2%	3%	2%

Source: U.S. Census 2014 American Community Survey 1-Year Estimates.

<sup>14</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table B12001: *Sex by marital status for the population 15 years and over*. <http://factfinder.census.gov>

<sup>15</sup> 2004-2006 Report on the Status of Women in Glendale, p. 9. <http://glendaleca.gov/home/showdocument?id=10889>

<sup>16</sup> Note: The Indo-European languages represent over 400 different languages, including Armenian, which is widely spoken in the Armenian diaspora. The U.S. Census Bureau gives no further breakdown on the Indo-European languages represented in its survey samples.

<sup>17</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table C16005: *Nativity by language spoken at home by ability to speak English for the population five years and over*.

<http://factfinder.census.gov>

<sup>18</sup> *Ibid.*

## Education

### K-12 Students

The Glendale Unified School District (GUSD) is comprised of 21 elementary schools, five middle schools and six high schools, as well as several sites for specialized programs.<sup>19</sup> Enrollment in the GUSD reached a peak at the turn of this century in 1999-2000 at just over 30,000 students. Enrollment has decreased since that time; in 2014-15, just over 26,000 students were enrolled; 48% of the students are girls.<sup>20</sup>

The racial/ethnic profile of girls enrolled in Glendale's public K-12 schools is significantly different from the county and statewide profiles, where Latinas comprise a majority of the population. In Glendale, 54% of girls enrolled in K-12 public schools are white (not of Hispanic origin) and 24% are Latina of any race.<sup>21</sup> In the Los Angeles Unified School District (LAUSD), 10% of girls are white and 74% are Latina.

Percentage ethnic/racial distribution of girls in K-12 public schools: 2014-15

	GUSD	LAUSD	California
Number in sample	12,608	314,445	3,030,814
African American	1%	9%	6%
Alaska Native/Native American	0.2%	0.2%	0.6%
Asian American, not Hispanic	12%	4%	9%
Filipino, not Hispanic	6%	2%	2%
Pacific Islander	0.1%	0.3%	0.5%
Latina	24%	74%	54%
White, not Hispanic (including Armenian Americans)	54%	10%	24%
Multiracial, not Hispanic	2%	1%	3%
Not reported		0.5%	0.6%

*Note: Caution should be used in making comparisons between the GUSD and LAUSD. LAUSD is the second-largest unified school district in the country and enrolls roughly 25 times more students than GUSD. The LAUSD is comprised of over 1,000 K-12 public and public charter schools.<sup>22</sup>*

*Source: California Department of Education High School Graduation Rates.*

<sup>19</sup> GSUD Schools, sites and specialized programs. <http://www.gusd.net/Page/593>

<sup>20</sup> California Department of Education. K-12 Public School Enrollment, Glendale Unified: *Time series, public school enrollment*. <http://dq.cde.ca.gov/>

<sup>21</sup> California Department of Education. K-12 Public School Enrollment, *District enrollment by gender, grade and ethnic designation for 2014-15*. <http://dq.cde.ca.gov/>

<sup>22</sup> LAUSD website: <http://www.home.lausd.net>

The high school graduation rate of the nearly 2,000 girls and boys in the 2013-14 cohort of GUSD students was 92%, compared with 70% in LAUSD and 81% across the state.<sup>23</sup> As is true in the LAUSD and statewide, the graduation rate for girls is greater than that for boys. In Glendale, the graduation rate of girls in the 2013-14 cohort was 94%, while that for boys was 90%.

#### High school graduation rates: 2013-14

	GUSD	LAUSD	California
Number in sample	1,995	27,112	399,041
Graduation rate	92%	70%	81%
Girls	94%	76%	85%
Boys	90%	65%	77%

Source: California Department of Education

More than half of the girls graduating from GUSD's six public high schools in 2013-2014 (54%) had completed all courses required for entrance to the University of California or the California State University systems. This is significantly greater than the 48% of girls countywide (52% in LAUSD) and 47% of girls statewide who were eligible to enter California public universities directly from high school.<sup>24</sup>

### Educational Attainment

Glendale women tend to be better educated than women in L.A. County as a whole—and better educated than California women in general. Only 1% of Glendale women 18 to 24 years of age have less than a high school education; 12% of women across L.A. County have less than a high school education. Focusing on women 25 years and older, only 15% of Glendale women have less than a high school degree, compared with 23% of women across the county.<sup>25</sup>

#### Educational attainment of women, 25 years and older

	Glendale	L.A. County	California	United States
No high school diploma	15%	23%	17%	13%
High school degree	20%	21%	20%	27%
Some college, no degree	17%	20%	22%	21%
Associate degree	9%	7%	9%	9%
Baccalaureate degree	26%	20%	20%	19%
Graduate/professional degree	13%	10%	20%	11%

Source: U.S. Census, 2014 American Community Survey 1-Year Estimates.

<sup>23</sup> California Department of Education. *Cohort Outcome Data for the Class of 2013-2014*, Glendale Unified School District. <http://dq.cde.ca.gov/>

<sup>24</sup> California Department of Education. *12th grade graduates completing all courses required for UC and/or CSU entrance*, Glendale Unified School District, 2013-2014. <http://dq.cde.ca.gov/>

<sup>25</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S1501: *Educational Attainment*. <http://factfinder.census.gov>

At the other end of the educational attainment scale, 39% of Glendale women 25 years and older have a minimum of a four-year college degree, compared with 30% of women county-wide. The educational attainment of Glendale women should continue to increase: 52% of Glendale women between 25-34 years of age have a minimum of a baccalaureate degree, compared with 35% of women between 45-64 years of age.<sup>26</sup>

Glendale's women also tend to be better educated than the City's men. A greater percentage of Glendale's women than men, 25 years and older, hold a baccalaureate degree: 39% and 36%, respectively. The difference in educational attainment between women and men is striking among those between 25-34 years of age: 52% of women in this age group hold a four-year college/university degree, while only 37% of men in this age group have attained a baccalaureate degree.<sup>27</sup>

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<sup>26</sup> *Ibid.*

<sup>27</sup> *Ibid.*

## Employment and Earnings

### Employment

Nearly two-thirds (66%) of Glendale's 70,310 women between the ages of 20 and 64 years are employed. This is slightly higher than the 64% of women across the county and state who are employed. Over half (56%) of Glendale's employed women have children under the age of six.<sup>28</sup>

Of Glendale's nearly 29,000 women who are employed full-time, 69% are employees of private companies and 10% are self-employed in their own incorporated businesses. Another 10% are employed in not-for-profit companies and 12% work for the local, state or federal government. The remaining 6% work in unincorporated businesses or as an unpaid family worker.<sup>29</sup>

The unemployment rate of women in Glendale is 8.9%: higher than that for men (8.5%) and also higher than that for women across the county (8.5%) and the state (8%).<sup>30</sup>

Unemployment rates for women: 2006-2014<sup>31</sup>

	2014	2012	2010	2008	2006
Glendale	8.9%	9.0%	11.2%	6.1%	5.3%
L.A. County	8.5%	11.0%	11.4%	6.2%	6.3%
California	8.0%	10.6%	11.5%	6.7%	6.3%

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

The unemployment rate of mothers with children is particularly noteworthy. Although the unemployment rate of women in Glendale is 8.9%, it jumps to 16% for women who have children under the age of six.<sup>32</sup>

### Earnings

A positive story is found in the earnings of Glendale's women. For the 43% of women 16 years and older who are employed in full-time, year-round positions, their median earnings are just over \$45,000. These earnings are higher than those for women across L.A. County and higher than for women across the state.<sup>33</sup>

<sup>28</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S2301: *Employment status*. <http://factfinder.census.gov>

<sup>29</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S2409: *Class of worker by sex and median earnings in the past 12 months (in 2014 inflation-adjusted dollars) for the full-time, year-round civilian employed population 16 years and over*. <http://factfinder.census.gov>

<sup>30</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S2301: *Employment Status*. <http://factfinder.census.gov>

<sup>31</sup> U.S. Census American Community Survey 1-Year Estimates for the years indicated. Table S2301: *Employment Status*. <http://factfinder.census.gov>

<sup>32</sup> *Ibid.*

<sup>33</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S2402: *Occupation by sex and median earnings in the past 12 months (in 2014 inflation-adjusted dollars) for full-time, year-round civilian employed population 16 years and over*. <http://factfinder.census.gov>

## Median earnings for workers: 2014

	Glendale		L.A. County		California	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Full-time, year-round employed population <sup>34</sup>	\$45,262	\$42,918	\$40,219	\$42,163	\$42,704	\$50,748
Gender wage gap (full-time, year-round)	105%		95.4%		84%	
Total employed population (adding seasonal/part-time) <sup>35</sup>	\$30,572	\$32,500	\$27,462	\$34,161	\$30,033	\$39,806
Gender wage gap for total employed population	94%		85%		75%	

Note: The gender wage gap is presented as a percentage of women's earnings against men's earnings.  
Source: U.S. Census 2014 American Community Survey 1-Year Estimates.

Importantly, the median earnings for Glendale's full-time working women are greater than for Glendale's men who are employed full time, with women earning \$1.05 to every \$1 earned by men.<sup>36</sup> Across California, women earn 84% of their male counterparts; across the U.S., full-time working women earn 78% of what men earn.<sup>37</sup>

When the entire employed civilian population is included (including those who may be seasonal or part-time workers but who are at work during the Census survey reference week), all median salaries are decreased and the gender wage gap widens. Glendale women, however, continue to fare better than women across the county and state.<sup>38</sup>

### Occupations

The differences in earnings can partly be accounted for by the different occupations in which workers are engaged. In Glendale, for example, a higher proportion of the full-time employed workforce is engaged in management, business, science and arts occupations (46%) than across the county as a whole (39%). Correspondingly, a smaller proportion of Glendale's workforce is engaged in production, transportation and material-moving occupations (8%) than the county workforce (14%).<sup>39</sup>

Nearly half (47%) of Glendale women employed full-time, year-round are engaged in the management, business, science and arts occupations; one-third (33%) are engaged in sales and office occupations; and 18% are engaged in service occupations.

<sup>34</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S2402: *Occupation by sex and median earnings in the past 12 months (in 2014 inflation-adjusted dollars) for full-time, year-round civilian employed population 16 years and over.* <http://factfinder.census.gov>

<sup>35</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S2401: *Occupation by sex and median earnings in the past 12 months (in 2014 inflation-adjusted dollars) for the civilian employed population 16 years and over.* <http://factfinder.census.gov>

<sup>36</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S2402: *Occupation by sex and median earnings in the past 12 months (in 2014 inflation-adjusted dollars) for full-time, year-round civilian employed population 16 years and over.* <http://factfinder.census.gov>

<sup>37</sup> *Ibid.*

<sup>38</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S2401: *Occupation by sex and median earnings in the past 12 months (in 2014 inflation-adjusted dollars) for the civilian employed population 16 years and over.* <http://factfinder.census.gov>

<sup>39</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S2402: *Occupation by sex and median earnings in the past 12 months (in 2014 inflation-adjusted dollars) for full-time, year-round civilian employed population 16 years and over.* <http://factfinder.census.gov>

### Distribution of the female workforce across occupational clusters

	Glendale women	L.A. County women
Number in sample	28,089	1,326,646
Management, business, science and arts	47%	42%
Service	18%	17%
Sales and office	33%	32%
Natural resources, construction, maintenance	0.2%	0.8%
Production, transportation, material moving	2%	8%

*Note: This table looks at full-time, year-round working women only.*

*Source: Derived from U.S. Census 2014 American Community Survey 1-Year Estimates.*

Diving more deeply into the occupational clusters for Glendale women who work full time, we find that the highest-paying jobs (in terms of median salaries) include:<sup>40</sup>

### Highest-paying occupations for Glendale women: 2014

Occupations	Median salary of women	% of workforce that is female
Computer and mathematical occupations	\$105,692	25%
Arts, entertainment, sports, media occupations	\$81,080	35%
Health diagnosing and treating practitioners	\$77,166	72%
Management occupations	\$72,677	33%
Legal occupations	\$55,267	39%
Business and financial operations	\$62,004	64%

*Note: These occupational clusters include a wide variety of jobs. For example, "legal occupations" include attorneys as well as clerical support workers. "Health diagnosing and treating practitioners" includes surgeons and physicians, as well as nurses; this category does not include health technologists, technicians or healthcare support occupations.*

*Source: U.S. Census 2014 American Community Survey 1-Year Estimates.*

Note that for some of the higher-paying occupations, one-third or less of the workforce is female. Additionally, as the table below notes, in Glendale as across the county and state, some occupational clusters remain stereotypically female.

### Occupations that are predominantly held by Glendale women

	% of workforce that is female	Women's median salary
Personal care and service	88%	\$27,755
Education, training, library	87%	\$52,882
Healthcare diagnosing and treating	72%	\$77,166
Office and administrative support	72%	\$35,978

*Source: U.S. Census 2014 American Community Survey 1-Year Estimates.*

<sup>40</sup> *Ibid.*

## Veterans

### Demographics

Across the nation, veterans<sup>41</sup> comprise about 9% of the population; in a population sample of 166,550 Glendale residents, fewer than 3% (4,500 persons) are veterans.<sup>42</sup>

Women make up 8% of the veteran population nationwide, and in 2014 constituted 7% of California's veteran population. Women veterans are the fastest-growing demographic among veterans and are projected to reach 13% of California's veteran population in 10 years.<sup>43</sup>

However, in Glendale, just over 1% (49) of the City's veterans are women. Of these, all are over the age of 55 years; 38 female veterans are between 65 and 74 years of age.<sup>44</sup>

With such a small sample size of women, not much can be said about Glendale's women veterans specifically. When referring to Glendale's veterans as a whole, the statistics reflect the status of male veterans who comprise 99% of the group.

As a group, Glendale's women and men who have served in the military forces tend to be better educated than non-veterans.<sup>45</sup>

### L.A. County Veterans: Needs Assessment

A recent study of veterans in L.A. County, including those in Glendale, has looked carefully at veterans who are transitioning out of the military to discover critical issues they are experiencing during the re-entry to civilian life. The study identified five areas where veterans typically need assistance: over half need assistance with healthcare, employment and education.<sup>46</sup>

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<sup>41</sup> Note: The term "veterans" refer to women and men who have previously served (but are not currently serving) on active duty in the U.S. Army, Navy, Air Force, Marine Corps or the Coast Guard (or served in the U.S. Merchant Marine during World War II). People who served in the National Guard or Reserves are classified as veterans only if they were ever called to active duty.

<sup>42</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table B21001: Sex by age by veteran status for the civilian population 18 years and over. <http://factfinder.census.gov>

<sup>43</sup> California Department of Veteran Affairs. Women Veteran Statistics. <https://www.calvet.ca.gov/WomenVets/Pages/Data-and-Statistics.aspx>

<sup>44</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table B21001: Sex by age by veteran status for the civilian population 18 years and over. <http://factfinder.census.gov>

<sup>45</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table B21031: Veteran status by educational attainment for the civilian population 25 years and over. <http://factfinder.census.gov>

<sup>46</sup> Castro C; Kintzle S; Hassan A., The State of the American Veteran: The L.A. County Veterans Study, Center for Innovation and Research on Veterans & Military Families, USC School of Social Work, University of Southern California (June 6, 2014). [http://cir.usc.edu/wp-content/uploads/2013/10/USC010\\_CIRLAVetReport\\_FPpgs.pdf](http://cir.usc.edu/wp-content/uploads/2013/10/USC010_CIRLAVetReport_FPpgs.pdf)

## Selected service needs of L.A. County veterans

Service need	% L.A. County veterans with this need
Employment assistance	55%
Educational assistance	55%
Healthcare assistance	56%
Housing assistance	45%
Mental health assistance	43%
Services specific to veterans with disabilities	41%
Services specific to females	22%
Domestic violence assistance	10%

*Note: These percentages are weighted averages of needs reported by pre- and post-9/11 veterans; data are not disaggregated by gender.*

*Source: Center for Innovation and Research on Veterans & Military Families, USC School of Social Work.*

The study indicates that the greatest overall need of L.A. County veterans (56%) was assistance with healthcare; 43% have need of mental health assistance.<sup>47</sup>

### **Military Sexual Trauma**

Military Sexual Trauma (MST) is the collective term for women and men who suffer sexual harassment or assault while serving in the military. According to a 2012 report released by the Department of Defense, there were almost 30,000 sexual assaults in the military in 2011.<sup>48</sup> Women are disproportionately impacted by military sexual assaults: approximately one in five women and one in 100 men in the military report experiencing MST in a 2010 report.<sup>49</sup>

Studies of the long-term effects of MST on the lives of women show that MST is more likely to lead to Post-Traumatic Stress Disorder (PTSD) than any other military or civilian traumatic event, including combat exposure.<sup>50</sup> Further, MST (and PTSD itself) can impair long-term physical and social functioning. Nationwide, more than 39% of homeless women veterans have screened positive for MST.<sup>51</sup>

While there are no data specific to Glendale women veterans, the high percentages of women veterans reporting MST are consistent with the study of L.A. County veterans. In this study, reports of MST were five to ten times higher for women than for men.

<sup>47</sup> *Ibid.*

<sup>48</sup> Department of Defense. Department of Defense Annual Sexual Assault in the Military, Sexual Assault Prevention and Response (2012). [www.calvet.ca.gov/Women](http://www.calvet.ca.gov/Women)

<sup>49</sup> Department of Veteran Affairs. (2010). *Military sexual trauma*. [www.mentalhealth.va.gov/docs/MilitarySexualTrauma-new.pdf](http://www.mentalhealth.va.gov/docs/MilitarySexualTrauma-new.pdf)

<sup>50</sup> Department of Veterans Affairs, Office of Inspector General. Inpatient and Residential Programs for Female Veterans with Mental Health Conditions Related to Military Sexual Trauma. (2012). [www.calvet.ca.gov/Women](http://www.calvet.ca.gov/Women)

<sup>51</sup> Service Women Action Network. Rape, Sexual Assault and Sexual Harassment in the Military Quick Facts (2012). <http://servicewomen.org/wp-content/uploads/2012/10/Final-RSASH-10.8.2012.pdf>

L.A. County veterans who experienced MST<sup>52</sup>

	% reporting sexual harassment	% reporting sexual assault
<b>FEMALES</b>		
Pre-9/11 (N=73)	66%	57%
Post-9/11 (N=106)	60%	38%
<b>MALES</b>		
Pre-9/11 (N=598)	11%	6%
Post-9/11 (N=409)	6%	3%

Note: N= number in study sample.

Source: The 2014 L.A. County Veterans Study. (N = study sample number; not total)

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<sup>52</sup> Castro C; Kintzle S; Hassan A., The State of the American Veteran: The L.A. County Veterans Study, Center for Innovation and Research on Veterans & Military Families, USC School of Social Work, University of Southern California (June 6, 2014). [http://cir.usc.edu/wp-content/uploads/2013/10/USC010\\_CIRLAVetReport\\_FPpgs.pdf](http://cir.usc.edu/wp-content/uploads/2013/10/USC010_CIRLAVetReport_FPpgs.pdf)

## Poverty

### Measuring Poverty

In this report, we use the federal poverty level (FPL) as the “official” measure of poverty. When incomes fall below this threshold, the individual or family unit is “living in poverty.”

- In 2014, the FPL for an individual under 65 years of age was \$12,316; for persons 65 years and over, the threshold was \$11,354.
- For a family of four with two children under the age of 18 years, the FPL is defined as \$24,008.<sup>53</sup>

Geographic location does not impact the FPL, measuring the poverty of a Glendale resident the same as someone living anywhere else in the United States.

### Poverty Status

Using the above metrics, just under 17% of Glendale’s residents live below the federal poverty level. This is a smaller poverty rate than in L.A. County and California as a whole, but greater than for the nation. As elsewhere, the poverty rate of females is higher than that for males.<sup>54</sup>

Poverty rates: 2014

	Glendale	L.A. County	California	United States
Women	16.8%	20.0%	17.5%	16.8%
Men	16.4%	17.3%	17.3%	14.2%
Overall	16.6%	18.7%	17.5%	15.5%

Source: U.S. Census 2014 American Community Survey 1-Year Estimates.

Percentage of women by ethnicity/race who live in poverty

	African American	Asian American	Latina	White
Glendale women below poverty level	N/A*	10%	15%	20%
Glendale women at or above poverty level	N/A*	90%	85%	80%
L.A. County women below poverty level	26%	13%	26%	12%

\*Note: Population sample of African-American women is too small to be statistically reliable.

Source: U.S. Census 2014 American Community Survey 1-Year Estimates.

<sup>53</sup> U.S. Census. *Poverty Thresholds for 2014 by size of family and number of related children under 18 years.* [www.census.gov/](http://www.census.gov/)

<sup>54</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S1701: *Poverty status in the past 12 months.* <http://factfinder.census.gov>

Not all racial/ethnic groups are affected equally by poverty; in general, women of color are much more likely to live in poverty. However, in Glendale a greater proportion of white women live in poverty than those of color: one in five white females who are not of Hispanic origin lives in poverty. This poverty rate is twice that for Glendale’s Asian-American females; it is one and a half times that for Glendale’s Latinas.<sup>55</sup>

This racial/ethnic distribution of females living in poverty is in contrast to that of L.A. County, where 12% of white women, 26% of African-American women, 26% of Latinas and 13% of Asian-American women live in poverty.

Of Glendale’s 17,862 female residents who live in poverty:<sup>56</sup>

- 5% are under the age of 5 years;
- 23% are under the age of 18 years; and
- 18% are over the age of 65 years.

### Poverty and the Elderly

While the poverty rate for Glendale women across all age groups is nearly 17%, the poverty rate among women who are 75 years and older is 20%. This corresponds to roughly 1,700 women 75 years and older who are living in poverty.<sup>57</sup>

### Poverty and Families

Poverty is particularly difficult on families: 14% of all families in Glendale live below the federal poverty level. Among families with children—in Glendale, as well as throughout the state and nation—families headed by single mothers are far more likely to live in poverty than married-couple families.<sup>58</sup>

Percentage of families living in poverty: 2014

	Glendale	L.A. County	California	United States
Married-couple families	12%	9%	7%	6%
With children under 18 years	20%	14%	11%	8%
Single mothers	19%	28%	28%	31%
With children under 18 years	29%	40%	39%	41%

Source: U.S. Census 2014 American Community Survey 1-Year Estimates.

Poverty in families with minor children (under the age of 18 years) hits single mothers particularly hard.

<sup>55</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S17001D, H, and I: *Poverty status in the past 12 months, by sex by age*. Data for African-American women in Glendale are not disaggregated due to the limited population size. <http://factfinder.census.gov>

<sup>56</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Percentages are derived from Table S17001: *Poverty status in the past 12 months, by sex by age*. <http://factfinder.census.gov>

<sup>57</sup> *Ibid.*

<sup>58</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table CP03: *Comparative economic characteristics*. <http://factfinder.census.gov>

## Homelessness

Glendale participates in an annual homeless count, with the latest “point-in-time” count carried out on Jan. 28, 2015.<sup>59</sup> The first count was carried out in 2007; counts from that time to 2015 have varied from a low of 208 persons (in 2015) to a high of 428 persons (in 2010).<sup>60</sup>

Sampling of Glendale homeless counts: 2007-2015

	2007	2009	2011	2013	2015
Total count	248	258	412	318	208

Source: City of Glendale.

Glendale’s 2015 count shows a 35% decrease in total count from 2013, representing the greatest decrease in homeless population in participating continuum-of-care programs across Southern California.<sup>61</sup>

Focusing on Glendale’s 2015 homeless population, 59% were unsheltered and 41% were sheltered in emergency shelters or transitional housing. Of Glendale’s 208 homeless persons, 21% are children under the age of 18 years.

There are 85 women and girls among Glendale’s 208 homeless persons. The majority of these females are sheltered, with 27 of them in transitional housing. It is important to note that 41% of the homeless population belong to homeless family groups; over 60% of those in family groups are female, although it is not clear how many of those females are head of family.

A key finding of Glendale’s 2015 homeless count, and of significance to women, is that 52 women and their children were homeless due to domestic violence.

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<sup>59</sup> Note: This count is a requirement of the City’s participation in the U.S. Department of Housing and Urban Development Continuum of Care (CoC) program in place throughout the nation to assess the nation’s homeless population and thus to inform its coordination and funding of services and care for this population. Such counts are carried out through the CoC’s across the County and State.

<sup>60</sup> City of Glendale Homeless Count (2015). [www.glendaleca.gov/home/showdocument%3Fid%3D22891](http://www.glendaleca.gov/home/showdocument%3Fid%3D22891)

<sup>61</sup> Southern California CoC’s include the cities of Long Beach and Pasadena, and the county-wide CoC’s of Imperial, Kern, Orange, Los Angeles, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara and Ventura.

## Health

### Life Expectancy

Glendale women are living longer than Glendale men, and longer than their counterparts across the county.<sup>62</sup>

Life expectancy of women and men: 2001-2011

	Women		Men	
	At birth	At 65 years of age	At birth	At 65 years of age
Glendale	84.5 years	87.4 years	79.2 years	83.8 years
L.A. County	82.8 years	86.7 years	77.6 years	83.5 years

Source: L.A. County Department of Public Health.

At birth, Glendale women have a life expectancy of 84.5 years, five years longer than Glendale men, who can expect to live 79.2 years. The L.A. County Department of Public Health also tracks extended life expectancies for women and men who reach the age of 65. Women who reach the age of 65 years can expect to live an additional 22.4 years, reaching the age of 87.4 years.<sup>63</sup>

### Maternal and Infant Health

In the time frame of 2000-2012, there were 96 babies born in Glendale who died due to perinatal conditions occurring near the time of birth. Twenty-nine babies who died were born with lower birth weight.<sup>64</sup>

Health outcome studies show that exclusive breastfeeding is associated with improved infant and childhood health, as well as with decreased rates of childhood obesity.<sup>65</sup> In L.A. County, 92.8% of California’s mothers initiate breastfeeding and 53% exclusively breastfed their infants at birth. Birthing mothers at the three hospitals in Glendale roughly mirror these statistics.<sup>66</sup>

Prevalence of breastfeeding

	Number of births	Any breastfeeding	Exclusive breastfeeding
Glendale Adventist Medical Center	2,059	91%	67%
Glendale Memorial Hospital and Health Center	1,615	95%	54%
USC Verdugo Hills Hospital	559	96%	56%
L.A. County average	118,005	93%	53%

Source: California Department of Public Health.

<sup>62</sup> L.A. County Department of Public Health, Health Assessment Unit. Retrieved at L.A. *HealthDataNow!* from the Life Expectancy data set. <https://dqs.publichealth.lacounty.gov/>

<sup>63</sup> *Ibid.*

<sup>64</sup> L.A. County Department of Public Health, Epidemiology Unit. Retrieved at L.A. *HealthDataNow!* from the Mortality data set. <https://dqs.publichealth.lacounty.gov/>

<sup>65</sup> Grummer-Strawn, L; Li, R; Perrine, C; Scanlon, KI; Fein, S. "Infant Feeding and Long-term Outcomes: Results from the Year 6 Follow-Up of Children in the Infant Feeding Practices Study II.: *Pediatrics*. Vol. 134: Supplement 1, S1-S3. (Sept. 1, 2014).

[http://pediatrics.aappublications.org/content/134/Supplement\\_1/S1.full.pdf+html](http://pediatrics.aappublications.org/content/134/Supplement_1/S1.full.pdf+html)

<sup>66</sup> California Department of Public Health: "California In-Hospital Breastfeeding as Indicated on the Newborn Screening Test Form Statewide, County and Hospital of Occurrence by Race/Ethnicity" (2013). [www.cdph.ca.gov/data/statistics](http://www.cdph.ca.gov/data/statistics)

According to the L.A. County Health Survey conducted in 2011, over 95% of Glendale children five years and younger were breastfed by their biological mothers at birth.<sup>67</sup>

## **Behaviors that Impact Health**

### **Smoking**

A greater percentage of Glendale's residents smoke than those across L.A. County: 16% to 13%. The 2007 L.A. County Health Survey revealed that fewer than 8% of Glendale's women were smokers at the time, compared with 17% of men.<sup>68</sup>

### **Substance Abuse**

Substance abuse continues to negatively impact health and society as a whole. A recent study indicates that marijuana is the No. 1 substance of abuse in L.A. County.<sup>69</sup> Alcohol, heroin and methamphetamine use are cited in 19-22% of cases.

### **Suicide**

Over the time period 2000-2012, there were 371 deaths by suicide in Glendale; 21% of these deaths were suicides by women.<sup>70</sup>

### **Nutrition**

A slightly lower percentage of Glendale's adults (14%) report eating five or more servings of fruit/vegetables per day than do those across the county (16%).<sup>71</sup> These numbers are down from 2007 when 16% of Glendale's residents (20% of women) reported eating fruits/vegetables in the past day.<sup>72</sup>

Forty percent of Glendale's children consume fast food at least once a week. A positive nutritional indicator is the relatively small percentage of Glendale's children who drink sodas or sweetened drinks.

### **Physical Activity**

Children and adolescents should engage in one hour or more of physical activity each day to meet U.S. Department of Health and Human Services (HHS) guidelines.<sup>73</sup> Thirty percent of Glendale's children (6-17 years of age) meet the recommendation for children and adolescents. Half of the children reported participating in team sports.<sup>74</sup> Physical activity is facilitated by the presence of parks in the neighborhood. Of Glendale's residents, 42,000 or 16% indicated their neighborhood does not have walking paths, parks, playgrounds or fields for sports. This is compared with 14% of county residents who do not have easy neighborhood access to playing areas.<sup>75</sup>

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<sup>67</sup> L.A. County Health Survey, 2011. L.A. County Department of Public Health. *Percent of children (0-5 years old) who were breastfed by their biological mothers at birth (i.e., initiation of breastfeeding)*. [www.publichealth.lacounty.gov/haa/LACHSDataTopics2011.htm](http://www.publichealth.lacounty.gov/haa/LACHSDataTopics2011.htm)

<sup>68</sup> L.A. County Health Survey, 2007. L.A. County Department of Public Health. Retrieved at L.A. HealthDataNow! from the 2007 California Health Survey data set. <https://dqs.publichealth.lacounty.gov/>

<sup>69</sup> Brecht, M. *Patterns and Trends in L.A. County*. Update: January 2014. National Institute on Drug Abuse (NIDA), Integrated Substance Abuse Program, University of California, Los Angeles.

<sup>70</sup> L.A. County Department of Public Health, Epidemiology Unit. Retrieved at L.A. HealthDataNow! from the Mortality data set. <https://dqs.publichealth.lacounty.gov/>

<sup>71</sup> *Ibid.*

<sup>72</sup> L.A. County Health Survey, 2007. L.A. County Department of Public Health. Retrieved at L.A. HealthDataNow! from the 2007 California Health Survey data set. <https://dqs.publichealth.lacounty.gov/>

<sup>73</sup> U.S. Department of Health and Human Services. *Physical Activity Guidelines Advisory Committee Report*, Washington, D.C. (2008). <http://www.health.gov/paguidelines/pdf/paguide.pdf>

<sup>74</sup> L.A. County Health Survey, 2011. L.A. County Department of Public Health. [www.publichealth.lacounty.gov/haa/LACHSDataTopics2011.htm](http://www.publichealth.lacounty.gov/haa/LACHSDataTopics2011.htm)

<sup>75</sup> *Ibid.*

## Leading Causes of Death

As is true for women across the state, the leading causes of death for Glendale women are heart disease and cancer.<sup>76</sup> From 2000 to 2012, there were a total of 31,526 deaths recorded in Glendale: 30,353 of these deaths were from natural causes. Fifty-three percent of the deaths from natural causes are attributed to females.<sup>77</sup>

Selected causes of natural death of Glendale residents: 2000-2012

	Women		Men	
	Number of deaths	% of female deaths	Number of deaths	% of male deaths
Natural causes	15,945	100%	14,408	100%
Heart disease	5,056	32%	4,760	33%
Malignant neoplasms	3,983	25%	3,832	27%
Breast cancer	683		5	
Cervical and ovarian cancers	453			
Cerebral vascular disease	1,236	8%	882	6%
Alzheimer's disease	836	6%	449	3%
Pneumonia/influenza	695	4%	640	4%

Source: Department of Public Health, L.A. County.

Nearly one in three women and men die from heart disease, and roughly one in four die from cancers. Breast cancer accounts for 17% of all women's deaths from cancer and a fraction of one percent of all men's deaths from cancer. More women than men die from strokes, but the greatest gender difference in causes of death lies in Alzheimer's disease, where 6% of all women who die from natural causes do so from Alzheimer's, compared with 3% for men.

<sup>76</sup> Centers for Disease Control and Prevention, National Center for Health Statistics. "Underlying Cause of Death, 1999-2012." <http://wonder.cdc.gov/ucd-icd10.html>

<sup>77</sup> L.A. County Department of Public Health, Epidemiology Unit. Retrieved at L.A. *HealthDataNow!* from the Mortality data set. <https://dqs.publichealth.lacounty.gov/>

## Preventive Care

### Screenings for Women

Being up-to-date on recommended vaccines and screenings plays an important role in safeguarding the health of women. For women, a mammogram and a Papanicolaou (PAP) test for specified age groups continue to be recommended in order to reduce the risk of death from breast and cervical cancers. Roughly 80% or more of women throughout the county and in Glendale are current in these two areas.<sup>78</sup>

Percentage of women who reported having a mammogram and a pap test: 2011

	Mammogram	Pap test
Age group/frequency	50-74 years of age within past 2 years	18-65 years of age within past 3 years
Glendale	81.8%	76.1%
L.A. County	79.8%	82.8%

Source: L.A. County Health Survey, 2011.

### Vaccination Against Pneumonia and Influenza

While only 4% of Glendale's deaths are attributed to pneumonia and influenza, these deaths can often be prevented by immunization. Over 60% of Glendale's older residents, who are predominantly women, are immunized against these diseases (63% for pneumonia and 64% for influenza).<sup>79</sup>

### Access to Healthcare

Healthcare insurance mitigates the costs associated with healthcare. Over the past few years, the percentage of the uninsured population in California and throughout the nation has been decreasing. For Glendale residents, the percentage of those uninsured has been steadily dropping since 2011.<sup>80</sup>

Percentage of Glendale non-institutionalized, civilian population who are uninsured

	2010	2011	2012	2013	2014
Total	21%	22%	19%	17%	14%
< 18 years	14%	9%	8%	7%	5%
18-64 years					
Employed	27%	27%	24%	23%	17%
Unemployed	40%	60%	54%	45%	30%
Not in labor force	24%	25%	25%	23%	22%

Source: U.S. Census 2014 American Community Survey 1-Year Estimates.

The decrease in the uninsured population coincides with declining unemployment and increased access to healthcare associated with the Patient Protection and Affordable Care Act, through which many Californians are now able to obtain coverage via the California Covered exchange. Based on a 2014 sample size of just under 200,000 Glendale residents, 14% (27,800) were uninsured.

<sup>78</sup> L.A. County Health Survey, 2011. L.A. County Department of Public Health.

[www.publichealth.lacounty.gov/haa/LACHSDataTopics2011.htm](http://www.publichealth.lacounty.gov/haa/LACHSDataTopics2011.htm)

<sup>79</sup> L.A. County Health Survey, 2011. L.A. County Department of Public Health. *Percentage of adults who reported having a flu shot within the past 12 months; Percentage of adults 65+ years who reported ever having a pneumonia vaccination.* [www.publichealth.lacounty.gov/haa/LACHSDataTopics2011.htm](http://www.publichealth.lacounty.gov/haa/LACHSDataTopics2011.htm)

<sup>80</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table CP3: *Comparative Economic Characteristics.* <http://factfinder.census.gov>

## Safety

### Neighborhood Safety

In the 2011 L.A. County Health Survey, 95% of Glendale adults responded that they perceived their neighborhoods to be safe from crime.<sup>81</sup> This compares to 84% of adults across L.A. County who felt that their neighborhoods were safe. In fact, Glendale has been rated as one of the safest cities of its size (100,000-500,000 population) in the United States, based on its crime rate for murder, rape, robbery, aggravated assault, burglary and motor vehicle theft.<sup>82</sup>

### Crime in Glendale

The number of crimes in Glendale has generally decreased from 2005 to 2014; this decrease, while not steady, has occurred with respect to violent as well as property crimes.<sup>83</sup> Glendale reported 186 violent crimes and 3,073 property crimes in 2014.<sup>84</sup>

Types of violent crimes: 2014

	City of Glendale	City of Los Angeles
Violent crime rate (per 1,000 residents)	1	5
# of residents	197,079	3,906,772
# of violent crime offenses	186	19,171
% murder/non-negligent manslaughter	0%	1%
% rape	5%	6%
% robbery	36%	41%
% aggravated assault	59%	51%

Source: Uniform Crime Report, FBI.

The majority of violent crimes, in Glendale as well as in Los Angeles, is that of aggravated assault.

The violent crime rate in Glendale (violent crimes per 1,000 residents) is just under "1." Although the neighboring city of Los Angeles has also been rated one of the 10 lowest crime rate cities for its size,<sup>85</sup> its violent crime rate is "5." Angelenos are five times more likely to be a victim of a violent crime than residents of Glendale.

<sup>81</sup> L.A. County Health Survey, 2011. L.A. County Department of Public Health. Percent of residents 18+ years who perceive their neighborhoods to be safe from crime. [www.publichealth.lacounty.gov/haa/LACHSDDataTopics2011.htm](http://www.publichealth.lacounty.gov/haa/LACHSDDataTopics2011.htm)

<sup>82</sup> Retrieved from Infoplease: "Safest and Most Dangerous U.S. Cities," (2014, 2011). [www.infoplease.com/us/cities/safest-dangerous-cities.html](http://www.infoplease.com/us/cities/safest-dangerous-cities.html)

<sup>83</sup> Note: Violent crimes include murder and non-negligent manslaughter, rape, robbery and aggravated assault. Property crimes include burglary, larceny-theft, motor vehicle theft and arson. Numbers taken from Glendale Police Department Monthly Crime Statistics and Activity Reports dated December 31 or year cited.

<sup>84</sup> Federal Bureau of Investigation, Uniform Crime Report, 2014. Table 8: *Offenses known to law enforcement, California cities.* [www.fbi.gov/](http://www.fbi.gov/)

<sup>85</sup> CQ Press (an imprint of SAGE Publications, Inc.). City Crime Rankings, 2012-13. *City crime rankings by population.* <http://os.cqpress.com/citycrime/>

Violent crimes account for only 6% of Glendale's total crimes; 94% (3,073) are offenses committed against property. Of property crimes, 75% are classified as larceny-theft; 17% are classified as burglaries; and nearly 9% as motor vehicle thefts.<sup>86</sup>

In monitoring crime, the Glendale Police Department identifies a set of special crimes: child abuse, simple assault, domestic violence, fraud, identity theft and vandalism. Of these crimes, women are particularly affected by domestic violence.<sup>87</sup>

## Domestic Violence

Women are disproportionately affected by domestic violence<sup>88</sup>: according to the 2011 National Intimate Partner and Sexual Violence Survey (NIPSVS), 85% of domestic violence victims across the country are women. More than one in four women (22%) across the United States have been the victim of severe physical violence by an intimate partner, compared with more than one in 10 men (14%).<sup>89</sup>

In 2005, Glendale Police reported 420 calls for assistance related to domestic violence; in 2014, the total number of calls was 285.<sup>90</sup> However, these two numbers do not signal a continuous decrease in domestic violence: over this time period, the number of domestic violence related calls peaked at 523 in 2010 and the 2014 figure (285) represents the lowest number over this time period.

In 2014, 14% of the domestic violence cases involved a weapon; where a weapon was involved, "personal weapons" as in fists, feet, etc. were most commonly used in the assault.<sup>91</sup> Throughout California, only 18% of homicide victims are female. However, in 84% of the cases where the victim was a woman, the perpetrator is no stranger and is most often a current or former spouse, cohabitant, parent or child.<sup>92</sup>

One of the consequences of domestic violence can be the displacement of a person or persons from their home. Among 208 homeless individuals, the 2015 Glendale Homeless Count identified 63 persons as being homeless due to domestic violence: 52 were women and their children.<sup>93</sup>

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<sup>86</sup> Federal Bureau of Investigation, Uniform Crime Report, 2014. Table 8: *Offenses known to law enforcement, California cities.* [www.fbi.gov/](http://www.fbi.gov/)

<sup>87</sup> Glendale Police Department, Monthly Crime Statistics and Activity Reports. [www.glendaleca.gov/police-department](http://www.glendaleca.gov/police-department)

<sup>88</sup> Note: Penal Code section 13730 defines domestic violence as abuse against an adult by a present or former spouse, a present or former cohabitant, someone with whom the victim has had a child, or by someone in a current or former dating relationship. "Domestic violence" and "Intimate Partner Violence" are often used interchangeably. The City of Glendale uses the term "Domestic violence."

<sup>89</sup> Breidling, M., Smith, S., Basile, K. et al. National Center for Injury Prevention and Control, Centers for Disease Control and Prevention. "Prevalence and Characteristics of Sexual Violence, Stalking, and Intimate Partner Violence Victimization – National Intimate Partner and Sexual Violence Survey, United States, 2011." *Surveillance Summaries: MMWR* 2014:63. Vol. 63, No. 8. (Sept. 5, 2014.) [www.cdc.gov/mmwr/pds/ss/ss6308.pdf](http://www.cdc.gov/mmwr/pds/ss/ss6308.pdf)

<sup>90</sup> Office of the Attorney General, State of California. CJSC Statistics: Domestic Violence-Related Calls for Assistance. Glendale: 2005-2014 <https://oag.ca.gov/crime/cjsc/stats/domestic-violence>

<sup>91</sup> *Ibid.*

<sup>92</sup> Office of the Attorney General, State of California. Homicide in California, 2014. Table 12: *Homicide crimes, 2014, by gender and race/ethnic group of victim by relationship of victim to offender.* <https://oag.ca.gov/crime/cjsc/stats/domestic-violence>

<sup>93</sup> City of Glendale Homeless Count, 2015. [www.glendaleca.gov/home/showdocument%3Fid%3D22891](http://www.glendaleca.gov/home/showdocument%3Fid%3D22891)

## Sexual Violence

Across the United States, 19% of women and 2% of men have been raped in their lifetime. An estimated 2% (approximately 1.9 million women) were raped during the year preceding the 2011 National Intimate Partner and Sexual Violence Survey, the most recent national data available.<sup>94</sup> The prevalence of rape by an intimate partner for women was 9%, while less than 1% of men experienced rape by an intimate partner during their lifetimes.

In Glendale, roughly 5% of violent crimes are classified as rape.<sup>95</sup> Based on Glendale PD statistics, in 2006 the number of rapes was 14, compared with 10 cases in 2014.<sup>96</sup> The lowest number of rapes over this time period was in 2012 when six rape cases were reported.

## Human Trafficking

Human trafficking is the business of coercing or transporting a person for exploitation; there are two broad categories of exploitation: labor and/or sex slavery.<sup>97</sup> Worldwide, women make up 55% of those exploited for labor and 98% of all trafficked for sex.<sup>98</sup>

California is one of three states (the other two being Florida and Texas) most affected by human trafficking. Since 2007, a total of 13,125 requests for assistance in trafficking incidents in California have been recorded; the total number of cases reported is 3,628.<sup>99</sup> These numbers have increased each year. Of the 478 California cases reported in the first part of 2015, 90% involve women; 34% involve children under the age of 18 years.

The Los Angeles area, which includes Glendale, is a major California destination for human traffickers, and street gangs are heavily involved in human trafficking. The majority of children working the county's streets are victims of modern-day slavery.<sup>100</sup>

The L.A.-based Coalition Against Slavery and Trafficking (CAST), focuses on trafficking victims in the area.<sup>101</sup> Of the 354 trafficking victims CAST served in 2014, 71% were women; 6% were under the age of 18 years. More than half (60%) of the cases involved labor, while 38% involved sex trafficking.

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<sup>94</sup> Breidling, M., Smith, S., Basile, K. et al. National Center for Injury Prevention and Control, Centers for Disease Control and Prevention. "Prevalence and Characteristics of Sexual Violence, Stalking, and Intimate Partner Violence Victimization – National Intimate Partner and Sexual Violence Survey, United States, 2011." Surveillance Summaries: MMWR 2014:63. Vol. 63, No. 8. (Sept. 5, 2014.) [www.cdc.gov/mmwr/pds/ss/ss6308.pdf](http://www.cdc.gov/mmwr/pds/ss/ss6308.pdf)

<sup>95</sup> Federal Bureau of Investigation, Uniform Crime Report, 2014. Table 8: *Offenses known to law enforcement, California cities.* [www.fbi.gov/](http://www.fbi.gov/)

<sup>96</sup> Note: Both of these figures are based on the FBI's legacy definition of rape. However, general caution should be taken in comparing rape statistics. In 2013, a revised FBI definition of rape now includes: male victims; penetration of the vagina or anus with any body part or object; and oral penetration by a sex organ of another person. [www.fbi.gov/](http://www.fbi.gov/)

<sup>97</sup> Office of the Attorney General, State of California. <https://oag.ca.gov/transnational-organized-crime/>

<sup>98</sup> Luis C deBaca, U.S. State Department. Trafficking in Persons Report, June 2012.

[www.state.gov/documents/](http://www.state.gov/documents/)

<sup>99</sup> The National Human Trafficking Resource Center. Polaris Project for a World without Slavery. [www.traffickingresourcecenter.org/state/california](http://www.traffickingresourcecenter.org/state/california)

<sup>100</sup> "Human Trafficking." Statement of L.A. County Sheriff Jim McDonnell during U.S. Senate Committee on the Judiciary hearing (Feb. 24, 2015). <http://shq.lasdnews.net/pages/PageDetail.aspx?id=2687>

<sup>101</sup> Coalition to Abolish Slavery and Trafficking, CAST-LA. 2013 Impact Report [www.castla.org/impact-report](http://www.castla.org/impact-report)

# Leadership

## Women Business Leaders

### Publicly-Held Companies

Women account for just over 10% of the five highest-paid executives among California's 400 largest public companies. These positions include the chief executive officer, chief financial officer and the three other most highly compensated executives. Women hold 13% of the 3,260 director positions in the 400 largest public companies headquartered in California, a number that has increased slowly over the past three years.<sup>102</sup> Only 17 of the California 400 companies have a woman serving as CEO; two of these companies are located in Glendale.

Glendale is home to five California 400 companies (in alphabetical order): Avery Dennison, Dine Equity Inc., DreamWorks Animation Inc., Public Storage, and PS Business Parks. In general, California 400 companies located in Glendale outpace the California average in terms of women among their leadership teams.<sup>103</sup>

Women executives in Glendale's California Fortune 400 Companies

Company	Female CEO/President	Percent of women among highest paid executives	% women directors
Avery Dennison		40%	22.2%
DineEquity	√	20%	20.0%
DreamWorks Animation, Inc.	√	20%	14.3%
Public Storage		20%	12.5%
PS Business Parks		25%	22.2%
CA 400 Average	17 companies have a female CEO	10.5%	13.3%

Source: UC Davis

### Privately-Owned Businesses

Nationally, there are an estimated 9.4 million women-owned businesses as of 2015. Women own 30% of privately-held firms and contribute 6% of U.S. employment and 6% of revenues (estimated to be over \$1.5 trillion dollars on an annual basis).<sup>104</sup>

California is home to the greatest number of women-owned firms in the country, and is the only state in which there are 1 million or more women-owned firms.<sup>105</sup> The Los Angeles Metropolitan Area alone boasts nearly 437,000 women-owned businesses.

<sup>102</sup> U.C. Davis, Graduate School of Management. *UC Davis study of California women business leaders: A census of women directors and highest-paid executives, 2015-16.* (Nov. 17, 2015). [www.gsm.ucdavis.edu](http://www.gsm.ucdavis.edu)

<sup>103</sup> *Ibid.* See Appendix A for data. [www.gsm.ucdavis.edu](http://www.gsm.ucdavis.edu)

<sup>104</sup> American Express OPEN Report. *The State of Women-Owned Businesses, 2015. A summary of important trends, 1997-2015.* <https://www.openforum.com/articles/latest-trends-in-women-owned-businesses/>

<sup>105</sup> American Express OPEN Report: *The 2015 State of Women-Owned Businesses: Summary tables.* [www.womenable.com/](http://www.womenable.com/)

The U.S. Census Bureau carries out a survey of business owners every five years; the results of the 2012 Survey were released in December 2015. For Glendale, this Survey of Business Owners<sup>106</sup> indicates that there are 29,153 firms operating in the City, 98% of which are privately owned.

#### Businesses in Glendale

	# of firms	# of firms with paid employees	Revenues of firms with paid employees	# of paid employees	Annual payroll
Privately-held firms	28,439	5,030	\$10,971,383,000	42,708	\$2,035,205,000
Female-owned	9,018	1,040	S	I	S
Male-owned	16,696	3,278	\$8,869,584,000	33,239	\$1,660,774,000
Equally female male owned	2,725	711	\$642,686,000	2,988	\$91,680,000
Publicly-held	714	493	\$10,437,625,000	47,591	\$2,733,577,000
TOTAL	29,153	5,522	\$21,409,008,000	90,299	\$4,968,781,000

Note: "S" indicates results withheld due to small sample size and variation within sample. "I" indicates a paid workforce between 5,000-9,999. The Census date for surveying paid employees: March 12, 2012.

Source: U.S. Census Bureau, 2012 Survey of Business Owners.

According to this 2012 study, 32% of businesses in Glendale were owned by women; another almost 10% were co-owned by women. Of those 9,018 women-owned firms owned fully by women, 88% had no paid employees. Women owned 21% of privately-held firms that had paid employees, with a workforce of fewer than 10,000 paid workers and a payroll just under \$200,000.<sup>107</sup>

In 2014, women comprised 51% of the workforce in Glendale, with more than 49,000 women over the age of 16 years employed.<sup>108</sup>

<sup>106</sup> U.S. Census, 2012 Survey of Business Owners. Table SB1200CSA01: *Statistics for all U.S. firms by industry, gender, ethnicity and race for the U.S., states, metro areas, counties and places, 2012* <http://factfinder.census.gov>

<sup>107</sup> *Ibid.*

<sup>108</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S2408: *Class of worker by sex and median earnings in the past 12 months (in 2014 inflation-adjusted dollars) for the civilian employed population 16 years and over.* <http://factfinder.census.gov>

Percentage of women workers in Glendale by class

	2014	% women
Civilian employed population 16 years and over	96,500	51%
Private for-profit wage and salary workers	68,300	49%
Employee of private company	63,200	50%
Self-employed in own incorporated business	5,000	32%
Private not-for-profit wage and salary worker	6,600	65%
Government workers		
Local	9,200	67%
State	2,100	60%
Federal	850	68%
Self-employed in own unincorporated business or unpaid family worker	9,500	3%

Note: Numbers are calculated from percentages in the source tables.

Source: U.S. Census American Community Survey 1-Year Estimates. for indicated years. (S2408)

The number of self-employed women owning an incorporated business grew from 700 to 1,600 from 2006 to 2014, an increase of roughly 125%.<sup>109</sup> The increases in the number of women owning and working in their business is a testament to the creativity and entrepreneurial talent in Glendale.

Women also comprise the majority of the workforce in Glendale’s private not-for-profit organizations and all government workers (local, state and federal) in the City.<sup>110</sup>

**Not-for-Profit Leaders**

Women make up 65% of Glendale’s not-for-profit workforce. This represents a significant increase from 2006, when 54% of the non-profit workforce was comprised of women. Unlike the nation and state where women earn less than men, Glendale’s women involved in nonprofits earn a higher median salary than their male counterparts. In 2014, the median salary for women was \$44,019, compared with \$34,400 for men.<sup>111</sup>

<sup>109</sup> U.S. Census 2006 American Community Survey 1-Year Estimates. Table S2408: *Class of worker by sex and median earnings in the past 12 months (in 2006 inflation-adjusted dollars) for the civilian employed population 16 years and over.* <http://factfinder.census.gov>

<sup>110</sup> U.S. Census 2014 American Community Survey 1-Year Estimates. Table S2408: *Class of worker by sex and median earnings in the past 12 months (in 2014 inflation-adjusted dollars) for the civilian employed population 16 years and over.* <http://factfinder.census.gov>

<sup>111</sup> *Ibid.*

## Political Participation of Women in Elected Positions

Women have been woefully underrepresented in elected political positions—nationally, as well as in California.

### Women in the 2015 U.S. Congress and California State Legislature

	% female	% male
<b>National representation</b> <sup>112</sup>	—	—
U.S. Senate	20%	80%
U.S. House of Representatives	19%	81%
<b>State Representation</b> <sup>113</sup>	—	—
California State Senate	30%	70%
California State Assembly	24%	76%

Sources: Center for American Women and Politics, Rutgers University; California State Legislature<sup>114</sup>

California's 2015 legislature has the fewest number of women serving since 1998. The record for women's representation in the California Assembly was 25 assemblywomen in 2005-2006, compared with 19 today. The record for women's representation in the California Senate was 13 female senators, compared with 12 today.<sup>115</sup> Fewer women than men run for office in statewide and legislative primaries; as long as few women run, fewer women will advance to the general election, and women will continue to be underrepresented in political decision-making in California.

### State and County Representation of Glendale

Glendale is represented in the State Assembly (43rd District) by Mike Gatto, whose seat will be up for election in 2016. In the State Senate (25th District), Glendale is represented by Carol Liu. In L.A. County, the City of Glendale falls into District 5, represented by Michael Antonovich. Altogether, two-thirds of the elected officials representing Glendale in L.A. County and California policy-making bodies are men.

### Local Government

#### CITY COUNCIL

Glendale is governed by an elected City Council composed of five members who serve four-year terms; each year, the Council selects one of its own members to serve as mayor for that year. Women comprise 40% of the elected City Council seats in Glendale, compared with the 28% statewide average. In contrast, the city of Los Angeles has one woman serving on its 14-member City Council.

<sup>112</sup> Center for American Women and Politics, Rutgers University (2014). <http://www.cawp.rutgers.edu/>

<sup>113</sup> California State Legislature, 2014. [http://www.legislature.ca.gov/legislators\\_and\\_districts/legislators/your\\_legislator.html](http://www.legislature.ca.gov/legislators_and_districts/legislators/your_legislator.html)

<sup>114</sup> California State Legislature, 2014. [http://www.legislature.ca.gov/legislators\\_and\\_districts/legislators/your\\_legislator.html](http://www.legislature.ca.gov/legislators_and_districts/legislators/your_legislator.html)

<sup>115</sup> The Leadership California Institute. *Women in 2014: An examination of the status of women in California state and local government.* <http://www.leadershipcaliforniainstitute.org/women2014>

## BOARDS AND COMMISSIONS

The city manager and city attorney are appointed by the Glendale City Council, but other City executives are hired by the city manager. Of the 17 members of the City of Glendale's current executive team—including 15 appointed positions and two elected positions—15 positions are filled by males.

Among the 60 appointed members of Glendale's boards and commissions, nearly one-third (32%) are women. Women hold the majority position on the Commission on the Status of Women (100% women) and the Historic Preservation Commission (60% women).<sup>116</sup>

## GLENDALE SCHOOL BOARDS

K-12 school board members/trustees are elected community representatives who, along with the district head (e.g., superintendent, president or chancellor) make up the governing body of the school district. In Glendale, 80% of the Board of Education are women, with an additional student board member. Women account for four of the six elected trustees of Glendale Community College.<sup>117</sup>

Across California, public school boards are the elected bodies closest to reaching gender parity, with women comprising 47% of all California school board seats.<sup>118</sup>

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<sup>116</sup> City of Glendale.

<sup>117</sup> Glendale Unified School District, leaders and the City Board of Education. [www.gusd.net](http://www.gusd.net); Glendale Community College, Board of Trustees. [www.gcc.edu](http://www.gcc.edu)

<sup>118</sup> The Leadership California Institute. *Women 2014: An examination of the status of women in California state and local government*. [www.leadershipcalifornianstitute.org/sites/all/files/Women\\_2014.pdf](http://www.leadershipcalifornianstitute.org/sites/all/files/Women_2014.pdf)

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Vartan Gharpetian, *Councilmember*  
Zareh Sinanyan, *Councilmember*

### **City of Glendale Commission on the Status of Women**

Lynda Burns, *Chair*  
Seda Khojayan, *Vice Chair*  
Diane M. Lambillotte, *Commissioner*  
Denise Miller, *Commissioner*  
Arminé Perian, *Commissioner*  
Regina Kim, *Student Ex-officio Member*  
Pauline Serrano, *Student Ex-officio Member*

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Eleanor Siebert, PhD, *Professor Emerita, Lead Researcher*  
Kimberly Kenny, *Associate Vice President for Institutional Advancement*  
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Piper Murakami, *Designer*

## **2015-2016 City of Glendale Report on the Status of Women**

This report was commissioned by the City of Glendale Commission on the Status of Women, and prepared by Mount Saint Mary's University. The full report is available online at [glendaleca.gov/women](http://glendaleca.gov/women).

### **About the City of Glendale Commission on the Status of Women**

The purpose of the City of Glendale Commission on the Status of Women is to advance social justice and equity, and ensure equality of rights and opportunities for all women and girls in Glendale by building new and strengthening existing bridges between the City's diverse groups, organizations, agencies and individuals; by increasing the level of knowledge in the community regarding women's issues and the status of women in our community; by encouraging and promoting participation and by increasing the visibility of women in all spheres of civic life in Glendale, including home, work, school and government.

### **History**

The Glendale City Council established, by ordinance, the Commission on the Status of Women (CSW) as an advisory commission on Aug. 5, 2003. The Commission on the Status of Women is charged by City Council with the following duties and responsibilities:

- assesses and evaluates the needs and issues of women in the city;
- informs and advises the City Council, city departments and divisions, and other community agencies and organizations of those needs and issues;
- recommends programs or legislation to the City Council to promote and ensure equal rights and opportunities to and for women in the city;
- promotes education on issues regarding the needs of women and prepares and distributes such information;
- provides outreach information and education that empowers women to achieve self-sufficiency and self-esteem; and
- maintains an active liaison with groups, organizations, agencies and individuals in regard to issues related to women.

### **Vision**

Glendale is a city where the fully realized potential of all women and girls enriches the entire community; where all women and girls have equal rights, opportunities, and choices exercised freely, comfortably and safely; where all women and girls have a strong voice and equal participation in the affairs of the community; and where diversity is celebrated.

## **Values**

Our work shall be guided by the following values:

- Equality
- Justice
- Fairness
- Empowerment
- Diversity
- Knowledge
- Collaboration
- Respect

## **Pledge to Our Community**

Given these values, the City of Glendale Commission on the Status of Women, in order to build trust and establish credibility in the community, pledges to work in an open, collaborative, and culturally inclusive manner for the betterment of all women and girls who live, work or study in Glendale; to be respectful and sensitive to the City's many diverse cultures; and to acknowledge the services provided by existing agencies which support and assist women.

## **About Mount Saint Mary's University**

Mount Saint Mary's is the only women's university in Los Angeles and one of the most diverse in the nation. The University is known nationally for its research on gender equity, its innovative health and science programs, and its commitment to community service. As a leading liberal arts institution, Mount Saint Mary's provides year-round, flexible and online programs at the undergraduate and graduate level. Weekend, evening and graduate programs are offered to both women and men. Mount alums are engaged, active, global citizens who use their knowledge and skills to better themselves, their communities and the world. [msmu.edu](https://www.msmu.edu)