Imagine a conversation about gender parity. Imagine conducting research with data that uses gender as its premise. Imagine data on basics such as health, education, economy, and politics with a gender focus. Imagine having that data easily accessible, readily customizable, and accurately reflective of the work that needs to be done to move the needle on gender equity. Now here’s the reality – there is data, there are statistics, but there is no single measure that can accurately capture the depth of the problem, the breadth of sectors where the problem exists, and the scale of the work that needs to be done to move the needle on gender parity. What we have is where we can start, but our work cannot stop at statistics. The reality from the field, the perceptions in our society, and the policies that impact real change will require deliberate and measured actions – a balance between changing norms and changing systems. The data in this brief infographic are culled from publicly available sources and are a starting point, rather than a culmination. As the Office of Women’s Policy celebrates our 20-year anniversary, we look forward to the next 20 years of continued advocacy to improve the lives of women and girls in our community. We have our work cut out for us. However, we cannot do it alone. We invite collaborations, communication, and collective action to bring lasting change, not only for women and girls, but for the entire Santa Clara County community. Onwards!

Protima Pandey
Director, Office of Women’s Policy

NEXT STEPS FOR DATA COLLECTION AND ANALYSIS:

- Include additional identity questions in data collection, including but not limited to: sex, gender identity, race, ethnicity, and sexual orientation.

- Publish data on the Santa Clara County Socrata Open Data Portal so departments and organizations can consider variations across lines of identity.

- Analyze and report the intersections of identity. For example, in addition to reporting variations by sex and race separately, consider sex and race together.
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DEMOGRAPHICS

950,578 females live in Santa Clara County, 49.5% of the total population

38% Asian  31% White  26% Latina  3% Multiracial  2.2% Black

0.3% Pacific Islander  0.2% American Indian

365,099 were born outside the United States, over 30% of all females

Mexico, India, China, and Vietnam are the most common countries of origin for immigrants

52% of females are under age 40

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 9</td>
<td>12%</td>
</tr>
<tr>
<td>10 - 19</td>
<td>12%</td>
</tr>
<tr>
<td>20 - 29</td>
<td>13%</td>
</tr>
<tr>
<td>30 - 39</td>
<td>15%</td>
</tr>
<tr>
<td>40 - 49</td>
<td>15%</td>
</tr>
<tr>
<td>50 - 59</td>
<td>13%</td>
</tr>
<tr>
<td>60 - 69</td>
<td>10%</td>
</tr>
<tr>
<td>70 - 79</td>
<td>6%</td>
</tr>
<tr>
<td>80+</td>
<td>4%</td>
</tr>
</tbody>
</table>

54% of females 15 and older are married

Married: 54%

Never Married: 29%

Divorced: 9%

Widowed: 7%

Seperated: 2%

4% of all adults identified as lesbian, gay, or bisexual in a 2012 County study

LGBTQ individuals were younger than their heterosexual counterparts, with 67% of bisexuals and 57% of gays or lesbians under 40, compared to 47% of heterosexuals

4% of family households are led by single mothers with children under 18

There are 3,759 female veterans, 6% of all veterans in the County

Sources:
- U.S. Census Bureau, 2016 American Community Survey 1-Year Estimates - Population, Age, Languages Spoken, Marital Status, Households
- U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates - Immigrants, Country of Origin, Veterans
- Status of LGBTQ Health: Santa Clara County, 2013 - LGBTQ Population and Age

*Chinese, as defined by the Census, includes: Mandarin Chinese, Min Nan Chinese (incl. Taiwanese), Yue Chinese (Cantonese)
EDUCATION

59% of 3- to 4-year olds in the County attended preschool in 2016
- High-quality, subsidized preschool slots were only available for 47% of eligible children in 2016

3rd Grade Literacy Proficiency, 2017
- Female: 61%
- Male: 53%

High School Graduation Rate, 2014-15
- Female: 86%
- Male: 79%

High School Students Meeting UC/CSU Course Requirements, 2016-17
- Female: 62%
- Male: 52%

47% of females 25 years and over have a bachelor's degree or higher, compared to 51% of males

Students of color experience worse educational outcomes across performance measures on average, which impacts future economic well-being

ECONOMICS

At every level of education, females' median earnings* are less than their male counterparts
- Graduate/professional: Male $128,057, Female $82,342
- Bachelor's: Male $95,582, Female $60,410
- Some college/associate's: Male $50,256, Female $36,222
- High school graduate: Male $35,404, Female $25,800
- Less than high school: Male $27,315, Female $17,711

10% of females live below the federal poverty line
- Over 40,000 children, male and female, live in poverty

65% of single mothers lived below the CA Self-Sufficiency Standard in 2014

Wage Gap

Females in Santa Clara County make just 74% the median annual income of males, a larger gap than in California and nationally

Annual median earnings* by race, ethnicity, and sex as a percentage of all males' earnings

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>USA</th>
<th>CA</th>
<th>SCC</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Males</td>
<td>110%</td>
<td>140%</td>
<td>129%</td>
</tr>
<tr>
<td>All Males</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>All Females</td>
<td>80%</td>
<td>86%</td>
<td>74%</td>
</tr>
<tr>
<td>White Females</td>
<td>84%</td>
<td>108%</td>
<td>90%</td>
</tr>
<tr>
<td>Asian Females</td>
<td>98%</td>
<td>102%</td>
<td>86%</td>
</tr>
<tr>
<td>Black Females</td>
<td>70%</td>
<td>87%</td>
<td>63%</td>
</tr>
<tr>
<td>Pacific Islander Females</td>
<td>69%</td>
<td>79%</td>
<td>53%</td>
</tr>
<tr>
<td>American Indian Females</td>
<td>64%</td>
<td>70%</td>
<td>54%</td>
</tr>
<tr>
<td>Latina Females</td>
<td>60%</td>
<td>60%</td>
<td>45%</td>
</tr>
</tbody>
</table>

60% of all females 16 and over are in the labor force

Santa Clara County has the highest rates of wage theft by employers than any other region in the state

Sources:
- U.S. Census Bureau, 2016 American Community Survey 1-Year Estimates – Preschool Attendance
- The Santa Clara County Children's Agenda, 2017 Data Book - Preschool Availability
- California Department of Education, Data Quest: Smarter Balanced Assessment Test Results, 2017 – 3rd Grade Literacy, UC/CSU Requirements
- Santa Clara Office of Education, Data Quest: Smarter Balanced Assessment Test Results, 2017
- Santa Clara County, Wage Theft Report, 2014 – Wage Theft
**HEALTH**

- 13% of adult females were uninsured between 2010 and 2014
- 92% of pregnant females had access to adequate prenatal care, 2015

**MENTAL HEALTH**

- Between 2004 and 2013, there was an average of 37 female suicide deaths annually, 26% of suicide deaths
- 3% of adult females reported seriously considering suicide in the past year, 2010
- 71% of those seriously considering suicide sought help

**JUSTICE-INVOLVED**

The statistics below are results from a survey administered by the Office of Women’s Policy.

- 75% were mothers, and 39% of mothers had at least one child under 5
- 39% experienced homelessness before their arrest
- 51% were unemployed at the time of their arrest
- 81% reported receiving treatment for a mental health condition

**Sources:**
- California’s Women’s Wellness Index, County Fact Sheet: Santa Clara County – Uninsured
- Santa Clara County Public Health, Open Data - Prenatal Care; Health Data - Overweight and Obese, Diabetes, Suicide, Bullying, Sadness; Fact Sheets - Suicide Deaths
- "Adolescents refers to females surveyed in 5th, 7th, and 9th grade
- California Department of Public Health: MIHA Data Snapshot, Santa Clara County, 2013-2014 – Age of Birth Mothers
- Office of Women’s Policy, Survey of Females Incarcerated in Santa Clara County, 2018 - Mothers, Homelessness, Employment, Mental Health, Race/Ethnicity, Offenses
- Santa Clara County, Office of the Sheriff Data Request for 2017 Averages - Percent Female, Average Length of Stay, Age
**GENDER-BASED VIOLENCE HOMELESSNESS**

13 domestic violence related deaths occurred in 2017: 8 victims, 5 perpetrators

Domestic Violence Deaths by Year, 2000-2017

Data presented in this section are the results from a survey administered by Santa Clara University in 2017. The survey was completed by 297 females who previously experienced homelessness.

Top 3 Causes of Homelessness for all Females

- **18%** intimate partner violence
- **14%** job loss
- **14%** insufficient income

The primary causes of homelessness vary by age

- **25-39**: 42% violence factors*
- **40-59**: 27% violence factors
- **60+**: 54% economic factors*

**39%** had returned to a home where they had experienced violence, abuse, or did not feel safe because they had nowhere else to go

- **20%** were pregnant
- **51%** were accompanied by minors
- **41%** of females with minor children cited violence as the primary cause of homelessness, compare to 13% of those without
- **20%** had some form of disability
- **54%** had faced violence, abuse, harassment, or threats while experiencing homelessness

Sources:
- Santa Clara County Public Health, Intimate Partner Violence – Physical Abuse, LGBTQ Physical Abuse, Unwanted Sex
- Office of Women’s Policy, Human Trafficking Data Collection from Service Providers, Fiscal Year 2018 – Human Trafficking
- Office of the District Attorney, Santa Clara County, Crime in Santa Clara County, 2016 – Sexual Assault Cases
- Office of Women’s Policy, Santa Clara University International Human Rights Clinic, 2018 Report on Females Experiencing Homelessness – All Homelessness Data
  - Violence Factors: violence/abuse from spouse/partner or in the home
  - Medical Factors: Drug or alcohol use, medical or mental health illness/expenses, disability
  - Economic Factors: loss of job, income insufficient to pay rent/mortgage
## LEADERSHIP

<table>
<thead>
<tr>
<th>Political Empowerment Indicators</th>
<th>Rank out of 58 CA counties</th>
</tr>
</thead>
<tbody>
<tr>
<td>56% of school board members are female</td>
<td>9</td>
</tr>
<tr>
<td>10% of local state legislators are female</td>
<td>21</td>
</tr>
<tr>
<td>31% of city council members are female</td>
<td>22</td>
</tr>
<tr>
<td>34% of eligible females voted in 2014</td>
<td>40</td>
</tr>
<tr>
<td>20% of county supervisors are female</td>
<td>45</td>
</tr>
<tr>
<td>55% of eligible females are registered to vote</td>
<td>52</td>
</tr>
</tbody>
</table>

29% of high tech employees are female, compared to 36% nationally and 37% in the San Francisco-Oakland-Fremont region

18% of high tech executives are female, compared to 20% nationally and 22% in the San Francisco-Oakland-Fremont region

41% of all businesses were female owned in 2012, but only accounted for 12% of the total sales value* of County businesses

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**METHODOLOGY**

The statistics shared in this report come from publicly accessible sources. Considering the status of women and girls is incomplete without also considering how other parts of an individual’s identity shape their life experience. Therefore, we have attempted to incorporate information on disparities across sexual orientation, race, and ethnicity along with gender. The term female is used throughout the report since most of the data is disaggregated based on sex and not gender identity.
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ACKNOWLEDGEMENTS

Undergraduates at Santa Clara University provided research support under the supervision of Professor Laura L. Ellingson. Our thanks to undergraduates Raylene Hernandez, Tia Lovell, Rachel Milioto, Petra Nelken, Aleksandra Oppmann, Iaisha Sedat, Sean Scanlon, Sophia Sparagana, Anjali Rangaswami, and OWP intern Grace Kwak for their efforts.

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