

2021 Report on the Status of Women in Pasadena

This report was initiated by the City of Pasadena and
City of Pasadena Commission on the Status of Women



Prepared by the Center for the Advancement of Women
at Mount Saint Mary's University

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Executive Summary

The 2021 Report on the Status of Women in Pasadena was commissioned by the City of Pasadena Commission on the Status of Women and prepared by the Center for the Advancement of Women at Mount Saint Mary's University, Los Angeles. The data included in this report, generated from the 2019 American Community Survey and other relevant reports, provide a portrait of the wellbeing and standing of Pasadena women using a variety of economic and social indicators.

This 2021 Report is, in part, a follow up to the 2015 Report on the Status of Women in Pasadena that Mount Saint Mary's University produced for the City of Pasadena Commission on the Status of Women. The 2015 Report identified a number of positive trends as well as persistent challenges facing women and girls in Pasadena. It is important to note that the data in this report may not fully reflect the impact of the pandemic, economic challenges, and social justice and political circumstances that are present at the time of the writing of this report.

Several trends reported in 2015 continue moving in a positive direction:

- **The racial composition among women in Pasadena has become more diverse.** For example, Asian-American women make up 18% of the population compared to 16% reported in 2015. Latinas make up 35% of the female population compared to 32% reported in 2015. The proportion of women identifying as white has decreased by 4 percentage points in the interim. The proportion of women identifying as African American appears to have slightly decreased from 11% to 9%.
- **More Pasadena women are participating in the workforce.** In 2010-2014, Pasadena women accounted for 43% of the full-time workforce, and in 2015-2019, women accounted for 46%.
- **The proportion of Pasadena women holding 4-year college degrees has increased.** In 2015-2019, over half (52%) of Pasadena women held bachelor degrees or higher, an increase of 4 percentage points from 2010-2014. One in 4 women (24%) have a graduate or professional degree, an increase of 2 percentage points from 2010-2014.

Nevertheless, Pasadena women continue to experience significant hardships and gender disparities persist:

- **Women account for roughly one-third of Pasadena's homeless population.** This statistic has remained static since 2015.
- **More Pasadena families headed by a single woman with children live in poverty now than in 2015.** A comparison of data from 2015-2019 to that of 2010-2014 indicates this group has increased by 8 percentage points since reporting in 2015.
- **The gender earnings gap has grown** between 2014 and 2019. Median earnings averaged over 2010-2014 showed Pasadena's full-time working women earning 92 cents for every dollar earned by men. Comparatively, Pasadena women earned 83 cents for every dollar earned by men when median earnings were averaged over 2015-2019.

This report also goes beyond the scope of the 2015 report to include information on Pasadena women’s participation in the workforce, in local government, leadership in the City, and the impact of COVID-19 on women. Recommendations based on the data found in this report are offered for both the City of Pasadena Commission on the Status of Women and the Pasadena City Council to consider as they advocate for women in their community.

RECOMMENDATIONS

The following recommendations are made in the context of data cited in this Report on the Status of Women in Pasadena. They recommend a review of current policies and practices and action where needed to reduce any explicit or implicit bias that disadvantages women in achieving their full potential. The recommendations are listed by the section of the report that provides supporting data, but are meant as a group to provide a foundation that will support equitable opportunities for the entire Pasadena community.

Workforce Participation by Women (SEE PAGE 12)

RECOMMENDATION 1. The City of Pasadena Commission on the Status of Women should:

- **1a.** Find ways to support policies in the local business community that ensure equitable access to women in hiring and promotion opportunities especially in management and engineering.
- **1b.** Recommend further research to better understand the scope and causes of disparities in earnings between Pasadena women and men, which appears to be increasing.

Women in Leadership Roles (SEE PAGE 16)

RECOMMENDATION 2. The City of Pasadena Commission on the Status of Women should:

- **2a.** Continue to advocate for and celebrate existing and new initiatives that build leadership capacity of all Pasadena’s women.
- **2b.** Recommend further research to determine whether women entrepreneurs have equitable access to city departments in developing and implementing business plans.

Women in Local Government (SEE PAGE 19)

RECOMMENDATION 3. The City of Pasadena Commission on the Status of Women should recommend that the City Council:

- **3a.** Initiate a review to determine the percentage of women who work for the City of Pasadena and their median salary.
- **3b.** Authorize a study to determine whether there is an earnings disparity between women and men who work for the City of Pasadena.

RECOMMENDATION 4. The City of Pasadena Commission on the Status of Women should recommend that City Council ask City departments to establish criteria for recognizing women leaders at every level within the department.

RECOMMENDATION 5. The City of Pasadena Commission on the Status of Women should encourage more women to run for elected office at the local level by addressing the topic during the Commission’s annual Herstory event.

Impact of COVID-19 on Women (SEE PAGE 29)

RECOMMENDATION 6. The City of Pasadena Commission on the Status of Women should recommend that the City Council authorize a citywide review of the following Human Resources policies, practices and employment benefits:

- **6a.** Employment policies and practices:
 - Family support (e.g., flexible work arrangements, paid family leave, etc.). Policies and practices in this area ensure that women who bear the major portion of family care responsibilities are adequately supported in time of crises.
 - Criteria for career advancement and promotion. Review of criteria will ensure that women, especially working mothers, will not be economically and professionally disadvantaged from the impact of COVID-19.
- **6b.** Employment benefits that provide women and families with life-changing support such as:
 - Health care
 - Psychological counseling
 - Career and skill development
 - Childcare and other support systems

Long-Term Challenges: Homelessness and Domestic Violence (SEE PAGE 32)

RECOMMENDATION 7. The City of Pasadena Commission on the Status of Women should recommend that the Department of Housing conduct an analysis of the 2022 Homeless Count, with particular attention to factors leading to homelessness among women and women-headed families, which would be helpful in gaining a clearer understanding of how to better reduce homelessness among women.

RECOMMENDATION 8. The City of Pasadena Commission on the Status of Women should recommend that:

- **8a.** Reports on domestic violence assault statistics be disaggregated by gender where possible, so that the impact on women can be easily assessed.
- **8b.** The incidence of domestic violence assaults be monitored to determine trends and possible interventions that can reduce the incidence of domestic violence assaults and ensure adequate support services for vulnerable women and children.

Introduction to the 2021 Report on the Status of Women in Pasadena

Scope of the Report

This 2021 Report on the Status of Women in Pasadena (herein referred to as the 2021 Report) was commissioned by the City of Pasadena Commission on the Status of Women, in part as a follow-up to the 2015 Report on the Status of Women in Pasadena (herein referred to as the 2015 Report). The Commission specified the need for updated information that could lead to recommendations from the Commission to the Pasadena City Council for further consideration and action.

To this end, the 2021 Report includes updates for the following issues in the 2015 Report: Employment and Earnings, Housing and Homelessness, and Domestic Violence. Any racial/ethnic demographic breakdowns consider African American, Asian American, Latinx, and whites, which together account for 97% of Pasadena's population.

The 2015 Report topics of women veterans and human trafficking are not included in the 2021 Report due to the lack of available statistically meaningful data specific to Pasadena. In 2019, it was estimated that there were just over 300 women veterans in Pasadena, a sample size that is too small to meet Census standards. Human trafficking is an issue that doesn't respect city boundaries. A review of the 2015 Report illustrates this sad fact: no data specific to Pasadena were available.

In addition to updating issues discussed in the 2015 Report, the Commission requested data focusing on women in Pasadena in the following areas: workforce participation, women in leadership positions, women in Pasadena City government, and the impact of COVID-19 on Pasadena women.

From the findings of the 2021 Report, a series of recommendations emerged. Most of these recommendations ask that the Commission on the Status of Women advise the City Council to take data-driven action. There are, however, a few recommendations that suggest ways the Commission itself might play a more direct role in promoting the status of women in Pasadena. Recommendations are listed at the end of each section on workforce participation, leadership, women in government, and the impact of COVID on women. The recommendations are also consolidated in the executive summary at the beginning of the report.

Definition of Terms Used in the Report

The following are terms used throughout the 2021 Report; for terms not listed here, please consult the data source for a definition.

Females, women, girls. Females include both women and girls and those who identify as such. Girls refers to females under the age of 18 years. Women generally refers to females 18 years and older, although the term is frequently used more generally to refer to females of all ages.

Racial/ethnic identity. All Census classifications are based on self-identification of survey respondents. In this 2021 Report, we have not included data for survey respondents who self-identify with two or more races. The three racial groups below, plus the Latinx population of any race, account for roughly 97% of Pasadena's population. "Other racial identities" account for the

remaining 3%; these are defined by the U.S. Census Bureau and include Native Hawaiian or other Pacific Islander and American Indian/Alaska Native.

- African American – respondents who identify as Black or African American;
- Asian American – respondents who identify as Asian from the Far East, Southeast Asia, or the Indian subcontinent;
- White – respondents who identify as white and, for the purposes of this 2021 Report, not of Hispanic or Latin American origin;
- Latinx – respondents of any race or gender who identify as having Hispanic or Latin American origin
 - Latina – female (only) Latinx respondents
 - Latino – male (only) Latinx respondents

Homeless. Any individual who has no permanent living arrangement or fixed place of residence. A homeless individual may be “sheltered” by living in temporary or transitional housing or “unsheltered” and living on the streets or a place not meant for habitation.

Domestic Violence, often used interchangeably with Intimate Partner Violence. Domestic violence assault is any abusive, violent, coercive, or threatening act inflicted by one member of a family or household on another.

Poverty. An individual or family is living in poverty when their income is below a financial threshold. There are several ways to establish the threshold, but the Census Bureau uses a set of thresholds that depend on family size and composition; it does not vary by geographical location. In 2019, the poverty data used in this 2021 Report, the financial threshold for individuals was an annual income of \$13,000 and that for a family of four was just over \$26,000. “Extreme poverty” is defined as having an annual income that is less than half of the financial threshold.

Educational Attainment. The highest level of formal education reached by an individual.

STEM. Academic and career fields in [S]science, [T]technology, [E]engineering and [M]mathematics. Science has been traditionally limited to the natural sciences (e.g., life and physical sciences), but a more recent broadening of science now includes the social sciences. Women have typically been underrepresented in STEM fields, especially in technology (computer) areas and engineering.

Data Sources

Both the 2015 and the 2021 Reports are based on data compiled from published data sources. The current report relies heavily on the U.S. Census Bureau and estimates based on the comprehensive annual American Community Survey (ACS) program. In this report, the focus is on responses given to the ACS by Pasadena residents and households. The most recent ACS information is from 2019, which may not adequately represent 2021 following the disruptions of the 2020 pandemic. The 2021 Report also uses other more current sources of data, especially in the areas of employment. Where data are not specific to Pasadena residents, regional data that include Pasadena are used including, for example, data on women in Los Angeles County, the Los Angeles Metropolitan area (Long Beach, Los Angeles, Glendale), or county subdivisions such as the San Gabriel Valley. Data sources are fully cited, and web addresses which lead to data access are provided.

Reliability or Precision of Data

All data points in this 2021 Report are estimates. The ACS numbers are based on survey data from a sample of the total housing units and people in the population. These data may be weighted based on the characteristics of the sample in order to scale the survey number to represent the full population. This modeling can lead to differences in the reported numbers based on the survey sample.

The ACS accounts for sample variability by reporting a margin of error which provides a range of values around the reported number. The Census Bureau reports a 90% margin of error, meaning that there is a 90% probability that the “true” value lies within the range defined by the margin of error.

The margin of error is larger when small samples are polled. Thus, it is difficult to obtain stable statistics for Pasadena’s relatively small population as a whole and the margin of error is particularly large when looking at the statistics on Pasadena’s subpopulations. In this report, we use ACS 5-year estimates to minimize the margin of error and when looking for trends in data. For Pasadena, the margin of error in single-year estimates varies and can be as high as 25%; using 5-year summary data, that margin of error can often be reduced by a factor of 4 or 5.

For simplicity, margins of error in statistical values are not included in this report. As a result, most data are listed by rounding to the nearest whole number. The actual margin of error for any ACS measured value directly quoted in this report can be found in the cited reference table.

When comparing two different data points, remember that they do not differ significantly when their margins of error overlap.

A Snapshot of Pasadena Women

(Based on 2019 single-year U.S. Census data from the American Community Survey, except where 5-year summary data or other sources are indicated)

Population¹

Pasadena's total population: 141,040 individuals in 2019. Women and girls comprise 52% of the total population. In 2010-2014, women and girls comprised 50% of Pasadena's population; for the five-year period from 2015-2019 (as in the single-year 2019), they were estimated to comprise 52% of the population.

In 2019, among women in Pasadena:

- 9% identify as having one or more disabilities²
- 0.5% identify as a veteran³

Median Age⁴

Women: 39.6 years

Men: 36.7 years

Women comprise 59% of the population 60 years and over.⁵ While median age wasn't discussed in the 2015 Report; the median ages in 2014 were 37.6 years for women and 35.9 years for men. Given the margins of error, the median ages in 2014 and 2019 do not differ significantly.

Racial/Ethnic Distribution⁶

Women in Pasadena are roughly one-third white, one-third Latina, one-fifth Asian American, and one-tenth African American. Based on 5-year averages, the percentages of Asian American women and Latinas have increased, while the proportion of women identifying as white decreased. The proportion of African American women appears to have slightly decreased, but the margin of error of 1 percentage point suggests it is too early to determine whether there is a downward trend in the population of Pasadena's African-American women.

TABLE 1. Racial/Ethnic Distribution of Women in Pasadena

	Number of women	African American	Asian American	Latina	White, not Latina	Other racial identities
2010-2014	69,808	11%	16%	32%	38%	3%
2015-2019	73,917	9%	18%	35%	34%	3%

Note: Five-year averages are used in order to reduce the uncertainty in these figures. Figures may not add to 100% as a result of rounding errors.

Source: U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates

¹ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates; 2014 and 2019 5-Year Estimates. Table B01001: Sex by Age. data.census.gov

² U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table S1810: Disability Characteristics. data.census.gov

³ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table S2101: Veteran Status. data.census.gov

⁴ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates; 2014 and 2019 5-Year Estimates. Table B01001: Sex by Age. data.census.gov

⁵ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table B01001: Sex by Age. data.census.gov

⁶ U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates. Tables B01001, B01001B, B01001D, H, I: Sex by Age. data.census.gov

Marital Status⁷

Among the 63,400 Pasadena women 15 years and over:

- 44% are now married (and not separated);
- 36% have never been married;
- 11% are divorced;
- 8% are widowed; and
- 2% are separated.

Poverty

In 2019, 8,600 women and girls in Pasadena lived on income below the federal poverty threshold.⁸ This means that 12% of females were living in poverty. The poverty rate for all families was 6%.⁹ In families headed by a single woman with their own or related children under the age of 18 years, one in three (32%) lived in poverty. A comparison of data from 2015-2019 to that of 2010-2014 indicates that these percentages have held roughly constant, except in the case of families headed by a single woman with their own or related children. From 2010-2014, 27% of women-headed households with children under 18 years (and no spouse present) lived in poverty; from 2015-2019, 35% of those single-woman households lived in poverty.

TABLE 2. Percentage of Pasadena Women and Girls in Living in Poverty

	2010-2014	2015-2019
All women and girls ¹⁰	15%	16%
All families ¹¹ *With children under 18 years of age	9% *13%	9% *15%
Women-headed families *With children under 18 years of age	20% *27%	22% *35%

Note: Asterisks indicate a subgroup; children include both girls and boys. Figures for the smallest subgroup (women-headed families with children) have an uncertainty of 5-6 percentage points; uncertainties in other figures are 1-2 percentage points. See data source for more information.

Source: U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates

⁷ U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates. Tables B01001, B01001B, B01001D, H, I: Sex by Age. data.census.gov

⁸ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table S1701: Poverty Status in the Past 12 Months. data.census.gov

⁹ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table S1702: Poverty Status in the Past 12 Months of Families. data.census.gov

¹⁰ U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates. Table S1701: Poverty Status in the Past 12 Months. data.census.gov

¹¹ U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates. Table S1702: Poverty Status in the Past 12 Months of Families. data.census.gov

Educational Attainment¹²

In 2019, there were roughly 57,000 women in Pasadena who were 25 years or older. Over half of these women (55%) hold a minimum of a bachelor's degree; over 1 in 4 women (27%) have a professional or graduate degree. For those with less than a 4-year college degree:

- 11% had no high school diploma;
- 14% had attained a high school diploma;
- 14% had experienced some college but had no degree; and
- 6% had attained an associate's degree.

The proportion of Pasadena's women who hold a minimum of a 4-year college degree has been increasing, as illustrated by comparing non-overlapping 5-year averages that cover the past decade:

2010-2014	48% of women had a bachelor's degree or higher, with 22% of women having a professional or graduate degree
2015-2019	52% of women had a bachelor's degree or higher, with 24% having a professional or graduate degree

¹² U.S. Census Bureau, 2019 American Community Survey 1 and 5-Year Estimates, as noted. Table B15002: Sex by Educational Attainment for the Population 25 Years and Over Social Characteristics in the United States. data.census.gov

Workforce Participation by Women

Employment

Pasadena’s adult population (16 years and older) was estimated to be just under 120,000 in 2019; two-thirds (80,179) were in the civilian labor force, either working or looking for a job. Roughly 37,800 (or 60% of all Pasadena women) accounted for 47% of the labor force.¹³ This report looks at the participation of Pasadena women in the workforce—the employed labor force—with a focus on those who are employed full-time. In 2019, 26,600 Pasadena women worked full-time and comprised 46% of the full-time workforce.¹⁴

The majority of Pasadena’s workers hold jobs in private for-profit companies, but there are significant proportions of women who work in nonprofit organizations, government, and who are self-employed in their own or a family member’s unincorporated business.¹⁵ The patterns have not changed significantly over the past decade, although based on 2019 1-year estimates, the proportion of workers in private for-profit organizations show a slight decrease while those in the not-for-profit sector show a slight increase.

TABLE 3. Pasadena’s Employed Women and Class of Employer

	2010-2014	2015-2019	2019
Women in sample	32,020	36,560	36,919
Private for-profit workers	60%	59%	55%
Private not-for-profit workers	16%	18%	20%
Government workers (local, state, federal)	15%	16%	15%
Self-employed in own or a family member’s unincorporated business	9%	8%	9%

Note: Among government workers, over 60% work at the local level.

Source: U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates; 2019 1-Year Estimate

Occupations¹⁶

The Census Bureau tracks employment data by five very broad occupational clusters; these include those whose occupations are in:

- Management, business, science and arts;
- Service;
- Sales and office;
- Natural resources, construction, and maintenance; and
- Production, transportation, and material moving.

¹³ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Labor force figures are for the civilian population 16 years and over. Table DP03: Selected Economic Characteristics in the United States. data.census.gov

¹⁴ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table S2402: Occupation by Sex for the Full-time, Year-round Civilian Employed Population 16 Years and Over. data.census.gov

¹⁵ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table S2408: Class of Worker by Sex for the Civilian Employed Population 16 Years and Over. data.census.gov

¹⁶ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table S2402: Occupation by Sex for the Full-time, Year-round Civilian Employed Population 16 Years and Over. data.census.gov

Nearly two-thirds (64%) of Pasadena's 2019 full-time, year-round working women hold jobs in the fields of management, business, science and arts; 20% work in sales and office jobs; and 14% work in service occupations. Less than 1% of the full-time female workforce is employed in natural resources, construction, and maintenance (0.6%), and in production, transportation, and material moving (0.8%). This study focuses on the 98% of Pasadena's full-time, year-round working women in occupations within the first three categories.

The distribution of men among the occupational clusters differs from that of women, although a majority of men working full time (61%) also hold jobs in management, business, science and the arts. Relative to men, in 2019 women comprise the majority of those employed full-time in sales and office jobs. Over the 5-year period from 2015-2019, women accounted for just under half of those employed in management, business, science and arts (48%) and those employed in service occupations (47%).

Breaking the three broad occupational clusters that employ more than 98% of Pasadena's full-time working women into finer categories illustrates that Pasadena women are not equally represented among occupations.¹⁷

¹⁷ U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates. Table S2402: Occupation by Sex for the Full-time, Year-round Civilian Employed Population 16 Years and Over. data.census.gov

TABLE 4. Participation of Pasadena Full-Time Working Women
by Occupational Cluster, 2010-2019

Occupational Cluster	2010-2014		2015-2019	
	Total women and men employed full time	% of women in the workforce	Total women and men employed full time	% of women in the workforce
All occupations	48,260	43%	52,719	46%
Management, business, science, & arts occupations	26,742	43%	31,521	48%
*Management, business and financial	11,002	42%	12,917	46%
*Computer, engineering, and science	4,734	26%	5,530	30%
*Education, legal, community service, arts, and media	7,968	47%	9,762	55%
*Healthcare practitioners and technical	3,038	63%	3,312	66%
Service occupations	6,695	46%	6,849	47%
*Healthcare support	538	85%	973	83%
*Protective services	844	28%	801	35%
*Food preparation and serving	1,992	31%	2,154	33%
*Building and grounds cleaning and maintenance	2,040	39%	2,190	39%
*Personal care and service	1,281	75%	731	79%
Sales and office occupations	9,917	54%	9,178	58%
*Sales and related	4,335	36%	4,277	41%
*Office and administrative support	5,582	69%	4,901	73%

Note: Asterisks connote subcategories within the broader occupational cluster. The margins of error in these work force data can be significant when based on a small population represented by the number of Pasadena's women working full time in specific occupations. For example, there are only a few hundred women represented in protective services which means that the 35% figure reported by the U.S. Census Bureau has a margin of error of 10 percentage points. We can say that there is a 90% probability that women represent between 25-45% of those in Pasadena's protective services. All other percentages reported in the table above have a margin of error of 1 to 4 percentage points.

Source: U.S. Census Bureau, 2015 and 2019 American Community Survey 5-year Estimates

Based on the table above, women are gaining a greater presence in every occupational cluster. However over 2015-2019, only 30% of Pasadena residents working with computers, or as engineers and scientists are women and only 35% of those in protective services are women.

At an even finer level of job distinction within the management, business, science and arts occupational cluster, Pasadena's full-time working women are underrepresented in some more specific occupations while forming the majority of the workforce in others. For the 2015-2019-year period,¹⁸

- **Business, management, and financial occupations.** Women form the majority of those in business and financial operations (55%), but hold only 41% of management positions. In 2010-2014, women held 38% of management positions.
- **Computer, engineering, and science occupations.** Women comprise 44% of life, physical and social scientists, but only 22% of those with computer and mathematical jobs and 28% of those holding architectural and engineering jobs. In 2010-2014, women held 22% of computer and mathematical jobs, a figure that did not change in 2015-2019, and 22% of architectural and engineering jobs.
- **Education, legal, community service, arts, and media occupations.** Women comprise 74% of community and social workers, 59% of educators, and 54% of those in legal occupations; they comprise only 40% of those in arts and media occupations. In 2010-2014, women held 35% of jobs in arts and media.

Earnings

The median earnings for all Pasadena women 16 years and over with income was \$48,714 in 2019; full-time, year-round working women earned \$57,440. Pasadena women tend to earn more than those across the state and nation. In 2019, full-time working women in Pasadena had median earnings of \$57,440; across the state and the nation, full-time working women had median earnings of \$50,220 and \$43,215, respectively.¹⁹ From 2015-2019, some occupations with high median income for women included jobs in computer and mathematics (\$104,000), management (\$84,000), and architecture and engineering (\$79,000).

However, Pasadena's women still earn less on average than their male counterparts.²⁰

¹⁸ U.S. Census Bureau, 2019 American Community Survey 5-Year Estimates. Table S2402: Occupation by Sex for the Full-time, Year-round Civilian Employed Population 16 Years and Over. data.census.gov

¹⁹ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table B20017: Median Earnings in the Past 12 Months (in 2019 Inflation-Adjusted Dollars) by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings. data.census.gov

²⁰ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table B24022: Sex by Occupation and Median Earnings in the Past 12 Months (in 2019 Inflation-Adjusted Dollars) for the Full-time, Year-round Civilian Employed Population 16 Years and Over. data.census.gov

TABLE 5. Median Earnings of Pasadena's Full-Time Working Women by Occupational Cluster

	2010-2014		2015-2019	
Occupational Cluster	Median earnings of women	Percentage (women's to men's earnings)	Median earnings of women	Percentage (women's to men's earnings)
All occupations	\$52,642	92%	\$57,996	83%
Management, business, science, and arts occupations	\$75,430	86%	\$73,989	79%
Service occupations	\$21,954	87%	\$26,719	88%
Sales and office occupations	\$42,971	103%	\$43,441	83%

Source: U.S. Census Bureau, 2014 and 2019 American Community 5-Year Estimates

In nearly every occupational cluster listed, full-time working women earn less than men on average. Over the 2015-2019 years, Pasadena's full-time working women had a median earnings of \$57,996 while Pasadena's men had median earnings of \$69,610.²¹ Based on these figures, Pasadena's full-time working women earn 83% of what men earn. Across California, the median earnings of women are 88% of men's.

TABLE 6. Trends in Median Earnings of Women Relative to Men

	2010-2014			2015-2019		
	Women's median earnings	Men's median earnings	Percent of Women to Men's earnings	Women's median earnings	Men's median earnings	Percent of Women to Men's earnings
U.S.	\$39,183	\$49,742	79%	\$43,116	\$53,506	81%
California	\$43,848	\$51,504	85%	\$49,112	\$55,933	88%
Pasadena	\$52,642	\$57,218	92%	\$57,996	\$69,610	83%

Note: These figures are for full-time workers 16 years and over.

Source: U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates

Both across the state and nation, women have been making gains in decreasing the disparity in earnings between women and men since 2010; this is not the case in Pasadena. Median earnings averaged over 2010-2014 showed women earning 92% of what men earned. By 2015-2019, women's earnings had not kept pace with men's and they were earning 83% of what men earned.

²¹ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table B20017: Median Earnings in the Past 12 Months (in 2019 Inflation-Adjusted Dollars) by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings. data.census.gov

Conclusion and Recommendations

Since the 2015 Report on the Status of Women in Pasadena, women have gained a greater presence in many occupations that offer financial stability in the management, business, science, and arts occupations. In many occupations Pasadena women now fare better than women across the state. As examples of just two occupations within this occupational cluster:

- The representation of Pasadena women working full time in management occupations has increased from 38% in 2010-2014 to 41% in 2015-2019. In 2019, California's management workforce consists of 39% women.
- The representation of Pasadena women among full-time employed architects and engineers increased from 22% in 2010-2014 to 28% in 2015-2019. In 2019, California women comprise 17% of architects and engineers.²²

However, while Pasadena women are better represented in well-paying positions than women across the state, their median earnings are not on par with those of men. In 2015-2019,

- Pasadena women in management have a median earnings that is 81% that of men; and
- Pasadena women who are architects and engineers have a median earnings that is 71% that of men.²³

Moreover, the median earnings of women in Pasadena across all occupations from 2015-2019 is 83% that of men, but that disparity has grown since 2010-2014 when women earned 92% that of men.

RECOMMENDATION 1. The City of Pasadena Commission on the Status of Women should:

- 1a. Find ways to support policies in the local business community that ensure equitable access to women in hiring and promotion opportunities especially in management and engineering.
- 1b. Recommend further research to better understand the scope and causes of disparities in earnings between Pasadena women and men, which appears to be increasing.

²²U.S. Census Bureau. 2019 American Community Survey 5-Year Estimates. Table S2402: Occupation by Sex for the Full-Time, Year-Round Civilian Employed Population 16 Years and Over. data.census.gov

²³ U.S. Census Bureau. 2019 American Community Survey 5-Year Estimates. Table B24022: Sex by Occupation and Median Earnings in the Past 12 Months (in 2019 Inflation-Adjusted Dollars) for the Full-time, Year-Round Civilian Employed Population 16 Years and Over. data.census.gov

Women in Leadership Positions Arts, Education, STEM, Business and Nonprofit Organizations

Pasadena is known for many things, including the Tournament of Roses Parade held on New Year's Day and the popular Rose Bowl which hosts football games and cultural events. In addition, the city—its institutions and people—is renowned in the arts, education, and science and technology. Many corporate businesses are headquartered in Pasadena or have major operating centers in the city. Both as active community advocates and business people, Pasadena's leaders engage in service that benefits "their" city. This report focuses on public leadership roles played by women as they engage in the arts, education, science and technology, business, and the work of nonprofit organizations. While datasets might be limited, they still provide important insights into the status of women.

Women in Arts

Women play important roles in Pasadena's cultural, social and economic life. In the arts, for example, women currently serve as the chief executive officer of the Huntington Library, Art Museum, and Botanical Gardens as well as of the USC Asia Pacific Museum and Armory Center for the Arts; the Chief Curator of the Norton Simon Museum is a woman. Women lead the Pasadena Symphony Association, and the artistic programming of MUSE/IQUE. And, a woman founded and runs Pasadena's International Film Festival.

Women in Education

Quality K-16 education impacts every person by strengthening the economic and social foundation of a community. In Pasadena, at every level of education (K-12, college, university) women leaders can be found. For example:

Pasadena Unified School District (PUSD).²⁴ The Pasadena Unified School District is responsible for public K-12 schools in the city of Pasadena, along with the smaller centers of population of Sierra Madre and Altadena. The district enrolls nearly 17,000 students.²⁵ Both the Chief Academic Officer and the Chief Business Officer of PUSD are women, as are over half of the principals in the system's elementary and middle schools.

Pasadena City College (PCC).²⁶ Pasadena City College is one of California's 116 community colleges throughout the state. PCC enrolls roughly 30,000 students each semester and has one of the highest transfer rates to four-year institutions in the community college system. The college is governed by seven elected trustees; currently 4 of the 7 elected trustees are women. The Superintendent-President and three (of five total) Assistant Vice Presidents of PCC are women.

California Institute of Technology (Caltech).²⁷ The California Institute of Technology is one of the nation's leading research institutions dedicated to science and technology education. It was originally an all-male institution, but began admitting women undergraduates in the 1970s. Today, just about half (46%) of the undergraduates are women and one-third (32%) of graduate students are women.

²⁴ Pasadena Unified School District website. pusd.us

²⁵ California Department of Education: Enrollment. dq.cde.ca.gov

²⁶ Pasadena City College website. pasadena.edu/about/leadership.php

²⁷ California Institute of Technology website. Administration and enrollment statistics. caltech.edu/about

While the President and Provost of Caltech are well-known academicians who happen to be men, three of Caltech's six vice presidents are women. On its Board of Trustees, there are nine women on the 41-member board. Women are less represented among the faculty. One of the chairs of the six academic divisions is a woman and about 1 in 4 of all faculty (including non-tenurable and research faculty) are women.²⁸ Of particular importance in calling out the role of academic women as leaders at Caltech is the recognition of Nobel Prize Laureates. Caltech can count 45 Nobel Laureates among its faculty and alumni. Although only two women appear on Caltech's list of winners, they are contemporary and among the very few women to have received the prize in their fields. The 2018 Nobel Prize in Chemistry was awarded to Frances Arnold (1 of 7 women who have received the honor) and the 2020 Nobel Prize in Physics was awarded to alumna Andrea Gehz (1 of 4 women who have received the honor).

In January 2021, Caltech created a new position to expand and oversee diversity efforts at the institute; a woman was awarded the position. The newly appointed Assistant Vice President of Diversity, Equity, Inclusion and Access plans to launch new initiatives that will increase diversity across the institution.

Women Leaders in Science, Technology, Engineering, and Mathematics (STEM)

While Nobel Laureates in both Chemistry and Physics associated with Caltech certainly qualify as leaders in the sciences, the Jet Propulsion Laboratory (JPL) also employs a team of women who are recognized leaders in the STEM fields. JPL is the only federally funded research and development center of the National Aeronautics and Space Administration (NASA) with programs designed to explore and learn about outer space. While located in the city of La Cañada Flintridge, JPL is staffed and managed by Caltech which is located in Pasadena; the Director of JPL is a vice president of the university.²⁹

Women have been instrumental in developing the space program at JPL since the early 1950's when a team of outstanding women were known as "human computers" for their mathematical computations and early computer programming. While thousands of women are employed today by JPL,³⁰ formal internal recognitions of technical contributions to program development and operation go largely to men. Women receive on the order of 10-25% of the internal awards based on contributions to research and program development.³¹ While these numbers are just a snapshot of the proportion of women recognized by the agency, they demonstrate that contributions of many outstanding women who work alongside of men in teams focused on research and mission development may often go unrecognized.

Women in Business and Entrepreneurs

In 2019, the Census Bureau reported that 764 Pasadena women were self-employed in their own incorporated business and 3,465 were self-employed in their own unincorporated business or were an unpaid family worker in the business. Overall, women account for one-third (34%) of

²⁸ Caltech, Diversity, Equity, Inclusion, and Assessment Data: Gender Demographics. inclusive.caltech.edu

²⁹ Jet Propulsion Laboratory website. jpl.nasa.gov

³⁰ Jet Propulsion Laboratory website. women.jpl.nasa.gov

³¹ 2019 Annual Report citing major award statistics (25% to women), JPL Fellows (14% to women), and Technical Principals (approximately 10% to women). jpl.nasa.gov

Pasadena residents who are self-employed in their own incorporated or unincorporated businesses.³²

California is home to about 1.6 million women-owned businesses, more than any state in the nation. About half of those (46%) are located in the Los Angeles metropolitan area which includes the city of Pasadena.³³ These women-owned businesses have roughly 1.1 million employees and realize about \$236 billion dollars annually in sales revenue. It is fair to say that women-owned businesses contribute significantly to the region's economic base.

Women in Nonprofit Organizations

A particular point of pride in Pasadena is the participation of its residents in activities that benefit the community, often through their work with nonprofit organizations. In Pasadena, as across the state and nation, women form the majority of those who work in the nonprofit sector. In 2019, women comprised 59% of nonprofit wage earners living in Pasadena.³⁴

The Pasadena Chamber of Commerce Directory of Organizations and Nonprofits lists over one hundred nonprofit groups and organizations that operate in the city, including professional groups and large national organizations with operating centers in Pasadena.³⁵

Great Nonprofits is a national organization that reviews nonprofits in terms of the quality and quantity of their programs and on the compassion of their mission and social responsibility.³⁶ Although the mission of an organization often can't be easily categorized under a single heading, the Great Nonprofits listing shows that about 16% of Pasadena's nonprofits identify a focus on the arts and culture, 13% identify as educational groups, and 12% focus on the needs of children and youth.

For decades, Pasadena has championed the concept of encouraging its residents to become leaders engaged in activities that will benefit the common good of the community. There are many organizations directed by women that focus on programs that will build and effect engagement and leadership capacity in Pasadena, and the role that women leaders play. Other organizations focus on educational programs that help women and girls reach their full potential through social and economic empowerment. And some nonprofit groups focus on women serving the community. While there are too many worthy nonprofit groups to provide an exhaustive list, a few examples serving women and girls include:

- Community Women Vital Voices
- Leadership Pasadena
- Links, Inc.
- National Charity League
- National Council of Negro Women San Gabriel Valley Section
- Service-oriented sororities such as Alpha Kappa Alpha (Eta Lambda Omega Chapter) and Delta Sigma Theta

³² U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table 2408: Class of Worker by Sex for the Civilian Employed Population 16 Years and Over. data.census.gov

³³ American Express. (2019). The 2019 State of Women-Owned Businesses: Summary Tables. ventureneur.com/wp-content/uploads/2019/10/2019-SWOB-Summary-tables-.pdf

³⁴ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table 2408: Class of Worker by Sex for the Civilian Employed Population 16 Years and Over. data.census.gov

³⁵ Pasadena Chamber of Commerce. Directory of Organizations and Nonprofits. pasadena-chamber.org

³⁶ Great Nonprofits. Pasadena, CA Nonprofit Organizations. greatnonprofits.org (selected for Pasadena, CA)

- Soroptimist International
- The Junior League of Pasadena
- The League of Women Voters, Pasadena Area Chapter
- Wired Women of Pasadena
- YWCA of Glendale and Pasadena
- 50/50 Leadership

Conclusion and Recommendations

Although this Report on the Status of Women in Pasadena has focused on some of the many important women in publicly-recognized leadership roles, it is important to remember that leaders exist at every level of an organization, regardless of size. There are women leaders in the home, the office, the classroom, and among those who serve their community in many ways. They bring a diversity of experience and wisdom to provide vision, direction and coordination that enable things to get done. These many unknown and unsung leaders are critical to building the resilience and confidence of generations of women to come.

The following recommendations are provided given the importance of women leaders, their contributions to the arts, education, science and technology and business sectors, and that Pasadena women comprise 59% of wage earners in nonprofit work:

RECOMMENDATION 2. The City of Pasadena Commission on the Status of Women should:

- 2a. Continue to advocate for and celebrate existing and new initiatives that build leadership capacity of all Pasadena's women.
- 2b. Recommend further research to determine whether women entrepreneurs have equitable access to city departments in developing and implementing business plans.

Pasadena Women in Local Government

In 2019, women workers were the backbone of local government operations: 3,800 women living in Pasadena reported working in local government positions and accounted for just over 60% of the workforce.³⁷ Yet in the City of Pasadena, women account for less than 40% of those heading municipal departments.³⁸ And Pasadena women working in local governments have a median earning that is 65% of what men earn.³⁹ In this section we look at the representation of women in influential positions in Pasadena city government—including those elected to office, those hired to administer city operations, and those appointed to serve on city commissions.

Los Angeles County

At the county level, the city is under the jurisdiction of Los Angeles County's five-member Board of Supervisors.⁴⁰ For the first time in history, as a result of the 2020 election, the Board is entirely composed of women. All five women represent a diversity of backgrounds, but all have an accomplished career in public service and the political arena.

City of Pasadena⁴¹

Elected officials. Pasadena's city government is composed of a mayor and a 7-member city council, elected for 4-year terms by the citizenry. These eight elected officials, two of whom are women, shape the city through approval of policies and practices. City administrators are accountable to the elected officials.

City Administrators and Department Directors. The city's chief administrators include a city manager, two assistant managers, attorney, and clerk. Of these five administrators, two are women: the City Attorney and one of the Assistant City Managers. Day-to-day operations are in the hands of those who direct the city's 13 departments. Currently, five department directors (Human Resources; Library and Information Services; Parks, Recreation and Community Services; Public Health; and Transportation) are women.

City Commissions. Pasadena's website lists 18 city commissions that are charged to provide consideration and input to the City Council on a wide variety of issues that confront the city. A particular interest of this report is Pasadena City Commissions, where the mayor and city council bear nearly complete responsibility for appointment of volunteers to serve.

Each commission is enhanced by well-qualified members whose diverse experience and perspectives can be brought to bear on the many and diverse issues considered. While the focus of this report is on gender diversity, the mayor and council must be aware of the many forms of diversity when considering appointments. The composition of commissions changes frequently, but a snapshot of the gender diversity of positions which are nominated and approved by the mayor and City Council shows that about half of all Pasadena City Commissioners are women.

³⁷ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table S2408: Class of Worker by Sex for the Civilian Employed Population 16 Years and Over. data.census.gov

³⁸ The City of Pasadena website. cityofpasadena.net

³⁹ U.S. Census Bureau, 2019 American Community Survey 5-Year Estimates. Table S2418: Class of Worker by Sex and Median Earnings in the Past 12 Months (in 2019 Inflation-Adjusted Dollars) for the Civilian Employed Population 16 Years and Over. data.census.gov

⁴⁰ County of Los Angeles Board of Supervisors. bos.lacounty.gov

⁴¹ The City of Pasadena website. cityofpasadena.net

TABLE 7. Women on Pasadena City Commissions

Name of Commission	Total members appointed by the Mayor and City Council	Number of women
Accessibility and Disability	9	4
Arts and Culture	9 (1 vacancy)	4
Code Enforcement	9	3
Community Police Oversight	8	4
Status of Women	9 (1 vacancy)	8
Design	6	3
Environmental Advisory	9	4
Historic Preservation	9 (2 vacancies)	5
Human Relations	9 (1 vacancy)	5
Human Services	8 (1 vacancy)	5
Library	9	4
Northwest	11 (2 vacancies)	5
Old Pasadena Parking Meter Zone	7 (1 vacancy)	3
Planning	9	3
Recreation and Parks	9	5
Senior	9 (1 vacancy)	4
South Lake Parking	5 (2 vacancies)	1
Transportation Advisory	9	2
TOTAL	135 positions	68

Note: This information was obtained from the City of Pasadena website on August 18, 2021. Only positions appointed by the mayor and city council members are tallied; some commissions have additional members appointed by important stakeholders.

Source: City of Pasadena website, accessed August 2021

On average, women account for half of Pasadena’s city commissioners. All commissions have at least one woman appointed by the mayor and city council members, and the Commission on the Status of Women is currently composed entirely of women.

In summary, women are represented in every one of the broad sectors of city government considered here, but are least represented among elected officials. As of this writing and based on the city’s website, women account for roughly:

- 25% (2/8) elected officials (mayor and council members)
- 42% (8/19) administrative officials (chief administrative officers and department heads)
- 50% (68/135) city commissioners appointed by the mayor or city council members

Conclusion and Recommendations

Over 60% of Pasadena residents working in local government positions are women. Pasadena women working in local government positions have median earnings that are 65% of men. These figures are not specific for the City of Pasadena, but apply to Pasadena women who may work in local government positions across the region.

Women comprise about half of those appointed to serve on Pasadena City Commissions, but represent just 25% of elected city officials.

RECOMMENDATION 3. The City of Pasadena Commission on the Status of Women should recommend that the City Council:

- 3a. Initiate a review to determine the percentage of women who work for the City of Pasadena and their median salary.
- 3b. Authorize a study to determine whether there is an earnings disparity between women and men who work for the City of Pasadena.

RECOMMENDATION 4. The City of Pasadena Commission on the Status of Women should recommend the City Council ask city departments to establish criteria for recognizing women leaders at every level within the department.

RECOMMENDATION 5. The City of Pasadena Commission on the Status of Women should encourage more women to run for elected office at the local level by addressing the topic during the Commission's annual Herstory event.

The Impact of COVID-19 on Women

COVID-19 in Pasadena

COVID-19 “officially” hit Pasadena and its residents in early March 2020, when the City of Pasadena Health Officer declared a Local Public Health Emergency. Initially the case and death rate remained relatively flat until the fall, when the number of cases and deaths rose dramatically. In early November 2020, Pasadena reported 2,890 confirmed cases of the virus and by early February 2021 the number had more than tripled to 10,300. By August 2021, the cumulative number of cases was 12,435; there have been 354 deaths associated with the virus. Demographic data of those who contracted the COVID-19 virus show that while the impact is widespread, all subpopulations have not been impacted equally.⁴²

TABLE 8. COVID-19 and Pasadena Demographics

Subpopulation	Cumulative Confirmed Cases	Cumulative deaths	General Population ⁴³
Total number	12,435	354	141,000
Percent			
Women	52%	46%	52%
Men	47%	54%	48%
White	21%	41%	36%
Latinx	45%	34%	35%
African American	7%	11%	9%
Asian/Pacific Islander	7%	12%	17%
65 years and over	17%	84%	16%
Long-term care facility resident	13%	51%	*

Note: The cumulative data were current as of August 18, 2021. Figures for the general population are the 2015-2019 five-year period; an asterisk indicates that data are not available at this source.

Source: Pasadena Public Health Department; U.S. Census Bureau 2019 American Community Survey 5-Year Estimates

This table tells us that in Pasadena, as throughout the state:

- Women are more likely than men to have contracted the virus, but more men than women die of the disease.
- Seniors 65 years and older (62% of whom are women) and those living in long-term care facilities are especially susceptible to a fatal outcome from the disease.
- Latinx, accounting for nearly half of confirmed cases, are overrepresented relative to their presence in the general population.
- African American and white residents account for a greater proportion of Pasadena COVID-19 deaths than their proportion in the general population.

⁴² Pasadena Public Health Department, Pasadena COVID-19 Dashboard. cityofpasadena.net

⁴³ U.S. Census Bureau, 2019 American Community Survey 5-Year Estimate. Table DP05 American Community Survey Demographics and Housing Estimates. data.census.gov

By August 2021, 83% of Pasadena residents were fully vaccinated and 92% had received one dose. Virtually all Asian Americans and Pacific Islanders, as well as whites had received at least one dose; 91% of Latinx and 88% of the African-American populations had received one dose. Nearly all (99.9%) senior residents 65 years and older had received at least one dose of vaccine.⁴⁴

In addition to the likelihood of actually contracting COVID-19, the pandemic has had a disproportionately greater impact on women than on men in other ways. Across the state and the nation, women have been more affected with respect to employment and economic wellbeing, family care responsibilities, and their own health.⁴⁵ While the impact specifically on Pasadena women is not yet comprehensively documented, the extent of the disruption on women’s lives across the state and nation may give some insight into the impact on Pasadena women.

Employment

Unemployment for both women and men throughout California at the end of 2019 was at the lowest point in many years.

TABLE 9. Unemployment Rates for Women and Men
Aged 20-64 Years and Teen Workers, 2019⁴⁶

	California	Los Angeles County	Pasadena, 2019 1-year	Pasadena 2015-2019 5-year
Women	4.8%	4.8%	2.2%	4.0%
Men	4.7%	4.6%	3.6%	3.8%
Total	4.7%	4.7%	2.9%	3.9%
16-19 years only	18.4%	20.5%	23.8%	18.4%

Note: The unemployment rate for teens aged 16-19 years is broken out to show that the unemployment rate is more than four times higher among teen workers than for adults 20-64 years of age.

Source: U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates

At the end of 2019, the unemployment rate in Pasadena for working aged adults (20-64 years) was lower than both the county and the state. However, as the shutdowns began in Spring 2020, unemployment dramatically rose for both women and men.⁴⁷

⁴⁴ Pasadena Public Health Department, Pasadena COVID-19 Dashboard. cityofpasadena.net

⁴⁵ See, for example, data cited in the 2021 edition of The 2021 Report on the Status of Women and Girls in California™. (2021 March). Center for the Advancement of Women, Mount Saint Mary’s University. msmu.edu/media/website/content-assets/msmuedu/home/caw/download-files/MSMU-Report-on-the-Status-of-Women-2021.pdf

⁴⁶ U.S. Census Bureau, 2019 American Community Survey 1-Year and 5-Year Estimates. Table S2301: Employment Status. data.census.gov

⁴⁷ Labor Market Info, California Employment Development Department for geographies and times listed. labormarketinfo.edd.ca.gov

TABLE 10. January 2020-June 2021 Unemployment Rates
for Women and Men, 16 Years and Over

Month	California	Los Angeles Metropolitan Area	Pasadena
2019 Annual	4.2%	4.6%	4.0%
January	4.5%	4.9%	4.2%
February	4.3%	4.7%	4.0%
March	5.1%	5.6%	4.7%
April	16.0%	18.2%	15.1%
May	15.5%	18.8%	15.4%
June	14.1%	17.9%	14.8%
July	13.6%	18.2%	15.1%
August	12.3%	17.5%	14.1%
September	10.5%	13.2%	10.5%
October	9.3%	12.0%	9.3%
November	8.3%	11.9%	9.4%
December	9.1%	12.3%	9.8%
2020 Annual	10.1%	12.8%	10.4%
January 2021	9.2%	12.7%	10.4%
February	8.4%	10.9%	8.8%
March	8.2%	11.0%	9.3%
April	8.1%	11.2%	9.2%
May	7.5%	10.2%	8.5%
June	8.0%	10.3%	8.7%

Note: The Los Angeles Metropolitan Area includes the cities of Los Angeles, Long Beach and Glendale. These figures are not seasonally adjusted and include youth 16-19 years. Unemployment rates for youth are significantly higher than for individuals 20-64 years of age; preliminary unemployment rates for teens 16-19 years in California were at 20% in June 2021, down from 23% in April.

Source: Labor Market Information, California Employment Development Department: Monthly Unemployment Rate and Labor Force Statistics for State, County, and Sub-county areas

The 2020 unemployment rate by month shows the very sudden and severe impact that the COVID-19 pandemic and resulting business closures and “stay at home” orders had on the economy of the state, region, and city of Pasadena. Pasadena’s 2020 annual unemployment rate is 10.4%, in stark contrast to the 4.0% one year earlier. The good news is that the 2021 unemployment rate is showing a downward trend, having decreased by one percentage point in the first quarter.

Pasadena’s employed labor force grew slightly from 2018 to 2019, but in 2020 the average monthly employed labor force decreased by 12% from 2019.⁴⁸ The number of employed Pasadena residents in 2021 continues to increase; the number of employed residents in June 2021 is 6% greater than the average monthly number of those employed in 2020.

TABLE 11. The Employed Labor Force for Pasadena, 16 Years and Over

	Employed Labor Force (Monthly Average)
2018 Annual	75,700
2019 Annual	76,500
2020 Annual	67,200
June 2021	71,200

Source: California Employment Development Department. Labor Force and Unemployment Rate for Cities and Census Designated Places: Data for all County Sub-Areas

Not all industries suffered equally from closure due to the pandemic. While California’s Employment Development Department statistics do not break out job loss by industry for Pasadena, the impact on industries in the Los Angeles area can be seen in the Table 12. Table 12 shows each sector’s annual average number of jobs for both 2019 (pre-pandemic) and 2020 (pandemic) and June 2021 as industries emerge to establish a new normal in staffing and operations. In most prior recessions, manufacturing and other goods producing industries have been largely impacted; during the 2020 pandemic, service providing industries were more impacted by job loss. Women provide half of the workforce in service-providing jobs.

⁴⁸ Labor Market Information Division, California Employment Development Department. Selected for Unemployment Rates and Labor Force for geographies (sub-county, county and state). Figures are from monthly and annual average reports. labormarketinfo.edd.ca.gov

TABLE 12. Employment by Industry of Pasadena Women and Industrial Job Loss in the Los Angeles Metropolitan Area

	Percent of Pasadena women employed ⁴⁹	Number employed in Los Angeles/ Long Beach/ Glendale (Los Angeles County) (average monthly values) ⁵⁰			
		2019	2019	2020	Change from 2019
All Non-Farm Industries	48%	3,974,600	3,581,000	-10%	4,209,700
Goods Producing	19%	492,500	460,900	-6%	456,600
Service Providing	50%	3,482,100	3,120,100	-10%	3,753,100
• Retail Trade	39%	417,900	398,600	-5%	385,000
• Information	41%	217,900	185,800	-15%	177,000
• Financial Activities	47%	223,500	211,500	-5%	209,300
• Professional, scientific, technical services	42%	301,200	287,000	-5%	285,200
• Educational, Health Care, and Social services	63%	839,900	820,900	-2%	839,300
• Leisure and Hospitality	48%	547,200	394,400	-28%	438,300
• Other	49%	158,400	127,000	-20%	113,900

Note: The asterisk indicates subcategories of service-providing industries. The percent of women employed is for each industrial sector. For example, of those employed in all non-farm industries, 48% are women and 52% are men. Employment figures are for the private sector and do not include government-owned jobs.

Source: U.S. Census Bureau 2019 American Community Survey 1-Year Estimates; California Employment Development Department

The number of people employed in each sector of service-providing jobs listed decreased in 2020 relative to 2019, but the leisure and hospitality industry suffered the greatest percentage loss in jobs. Based on the monthly average of those employed, over one in four (28%) jobs in leisure and hospitality was lost in 2020 compared to 2019.

The good news in employment for both women and men is that in the early months of 2021, all non-farm jobs reported increased employment relative to the end of 2020, driven by the increase in service-providing industries. Although no sector selected for the table above has yet reached pre-pandemic levels of employment seen in 2019, the educational, health care and social services sector, which employs a workforce that is 63% women, has come closest to reaching pre-pandemic levels of employment. Leisure and hospitality, which suffered the greatest job loss during the pandemic, is showing the largest rebound from the 2020 monthly average employment, although the number of jobs is not yet near pre-pandemic levels. Just under half of those who work in Pasadena's leisure and hospitality industry (48%) are women.

⁴⁹ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table S2403: Industry by Sex for the Civilian Employed Population. data.census.gov

⁵⁰ Labor Market Information Division, California Employment Development Information. Industry Employment and Labor Force by Annual Average; current month statistics for April 2021. labormarketinfo.edd.ca.gov

The 2020 California Health Interview Survey (CHIS) gives some insight as to how residents in the Los Angeles area feel financially challenged by COVID-19:⁵¹

TABLE 13. Percentage of California and Los Angeles Area Residents Impacted by COVID-19, 2020

	San Gabriel Valley		Los Angeles Co.		California	
	% Women	% Men	% Women	% Men	% Women	% Men
Identified as essential workers	21%	24%	21%	22%	24%	24%
Lost Job	19%	13%	14%	17%	13%	13%
Reduction in work hours	21%	28%	25%	26%	23%	25%
Working from home	31%	30%	34%	27%	32%	27%
Difficulty with childcare	2%*	*	2%	0.9%	2%	1%
Difficulty meeting rent/mortgage payments	10%	8%	11%	9%	9%	8%
Challenged to meet basic necessities	8%	8%	12%	9%	10%	8%

Note: An asterisk means data are statistically unreliable.

Source: 2020 California Health Interview Survey

These findings of the economic impact on residents in the Los Angeles area are roughly consistent with challenges reported statewide.⁵² In general, more women than men had difficulty meeting housing payments and, in the San Gabriel Valley, more women than men report losing their job as a result of COVID-19.

Health

The COVID-19 pandemic and resulting economic recession have negatively impacted the physical and mental health of Californians in many ways—from direct viral infection to increasing stress-related disorders.

Chronic Conditions Linked to COVID-19. Nearly 6,000 Pasadena women had contracted COVID-19 by early June 2021. Those women and men with certain underlying chronic health conditions were likely to have suffered a serious illness once infected. Chronic health conditions that have been identified as risk factors for a serious case include coronary and lung diseases, diabetes, and obesity; additionally, asthma and high blood pressure may be associated risk factors. Based on these identified risk factors, women across the state are more at risk than men for serious COVID-19 illness when COPD and obesity are co-factors to the virus.⁵³ The pattern is different in

⁵¹ 2020 California Health Interview Survey (CHIS). UCLA Center for Health Policy Research. UCLA Center for Health Policy Research. ask.chis.ucla.edu

⁵² See also U.S. Census Bureau. (2020) Household Pulse Survey. census.gov/programs-surveys/household-pulse-survey/data.html

⁵³ Note: For a fuller discussion of chronic disease and severity of COVID-19 at the state level, please see the 2021 edition of The Report on the Status of Women and Girls in California™. (2021 March). Center for the Advancement of Women, Mount Saint Mary's University. msmu.edu/media/website/content-assets/msmuedu/home/caw/download-files/MSMU-Report-on-the-Status-of-Women-2021.pdf

the San Gabriel Valley, where a slightly greater proportion of women than men suffer from heart disease, obesity, and asthma.

TABLE 14. Chronic Health Conditions Linked to COVID-19, San Gabriel Valley⁵⁴

	Diabetes	Heart Disease	Obesity (BMI>30)	High Blood Pressure	Asthma
Women	10%	8%	27%	27%	15%
Men	17%	6%	24%	27%	14%
Pasadena women and men (2018) ⁵⁵	9%	6%	21%		15%

Note: The data for Pasadena women and men (not disaggregated) are from the 2018 California Health Interview Survey (CHIS). (Data on blood pressure for Pasadena women and men are not available from the 2018 CHIS data tool.) Data disaggregated by gender are from the 2020 CHIS as reported by residents in the Los Angeles County Department of Health Service Planning Area Number 3 (SPA3). (Recent data on lung disease or COPD, are not available.) The population size in SPA3 polled is on the order of 800,000-900,000 residents. SPA3 represents the San Gabriel Valley, with a population of 1.8 million; Pasadena accounts for about 8% of the population. Source: For Pasadena data, 2018 California Health Interview Survey (Neighborhood Edition); for San Gabriel Valley data by gender, 2020 California Health Interview Survey (SPA3)

Based on these identified chronic conditions and margins of error associated with them, Pasadena women may be slightly more at risk for serious illness when obesity or heart disease is a co-factor to the coronavirus.

Mental Wellbeing. Across the United States in 2020, women and men reported that their mental health was being negatively impacted due to worry and stress over the coronavirus.⁵⁶ During the pandemic, 70% of California women reported suffering mild to severe symptoms of anxiety. More than half of California women reported some form of depression during the pandemic (up from 19% who reported some symptoms of depression pre-pandemic).⁵⁷ More California women than men reported mental health challenges as a result of COVID-19; in the San Gabriel Valley, roughly 2% of women (and less than 1% of men) reported increased mental health concerns in 2020 as a result of the pandemic.⁵⁸

The 2018 Los Angeles County Health Survey revealed that 14% of residents in Pasadena had been diagnosed with depression at some point; unfortunately, this information is not disaggregated by gender.⁵⁹ The California Health Interview Survey asks slightly different questions that reveal some insights into the mental and emotional wellbeing of San Gabriel Valley residents prior to and during the pandemic; in all cases, women fare less well (or are better at reporting mental

⁵⁴ 2020 California Health Interview Survey (CHIS). UCLA Center for Health Policy Research, the Fielding School of Public Health. Data were recovered using an online data access tool: ask.chis.ucla.edu

⁵⁵ 2018 California Health Interview Survey, Neighborhood Edition. UCLA Center for Health Policy Research. askchisne.ucla.edu

⁵⁶ Hamel, L., Kearney, A., Kirginer, A., Lopes, L., Munana, C., & Brodes, M. (2020, July 27). KFF Health Tracking Poll – July 2020. Kaiser Family Foundation. kff.org/coronavirus-covid-19/report/kff-health-tracking-poll-july-2020

⁵⁷ U.S. Census Bureau. (2020). Household Pulse Survey. Weeks 1, 8, 13, 17, 21. Health Table 2a: Symptoms of Anxiety Experienced in the Last 7 Days, by Select Characteristics: California. Health Table 2b: Symptoms of Depression Experienced in the Last 7 Days, by Select Characteristics: California. [census.gov/programs-surveys/household-pulse-survey/data.html](https://www.census.gov/programs-surveys/household-pulse-survey/data.html)

⁵⁸ 2020 California Health Interview Survey (CHIS). UCLA Center for Health Policy Research. UCLA Center for Health Policy Research. ask.chis.ucla.edu

⁵⁹ 2018 Los Angeles County Health Survey: Topics selected include “Ever Diagnosed with Depression.” publichealth.lacounty.gov/ha/LACHSDataTopics2018.htm

concerns).⁶⁰ As the pandemic took hold in 2020, Table 15 suggests that a greater proportion of women in the San Gabriel Valley exhibited one or more symptoms of mental or emotional distress.

TABLE 15. Symptoms of Anxiety and Depression
Reported by San Gabriel Valley Women, 2019-2020

Symptom	% Women 2019	% Women 2020
Loneliness some of the time or often	29%*	22%
Social impairment in the past year (moderate and severe)	18%	22%
Work impairment in the past year (moderate and severe)	21%	21%
Visited a professional in past year for mental/drug/alcohol issues	12%	15%
Took prescription for mental issues for 2 weeks or more in past year	8%	9%*
Likely experienced a serious psychological episode in the past year	16%	18%

Note: An asterisk represents a statistically unreliable value. These responses are from residents in Service Planning Area 3 (San Gabriel Valley) defined by the Los Angeles County Public Health Department.

Source: 2019 and 2020 California Health Interview Survey

Relative to 2019, in 2020 an increased number of women in the San Gabriel Valley likely experienced a psychological episode, visited a mental health professional, or took prescription drugs for mental and emotional distress during the pandemic. Aside from fear of contracting the virus, some major stressors on mental wellbeing include economic (concern over job loss or reduction in hours leading to housing and food instability), increased responsibilities when working from home where home and child care intrude on working hours, and social isolation which disrupt both professional and personal support networks.

⁶⁰ 2019 and 2020 California Health Interview Survey (CHIS). UCLA Center for Health Policy Research, the Fielding School of Public Health. Data were recovered using an online data access tool: ask.chis.ucla.edu

Family and Child Care

While stress is a reality of modern life, the pandemic has piled on additional concerns—and many of these involving family care have disproportionately impacted women. Aside from the more than 6,500 (9%) Pasadena women who have contracted COVID-19 (162 died), others may have experienced additional care responsibility of someone close who contracted the disease. The majority of unpaid family caregivers across the nation are women,⁶¹ and it has been reported that additional family care during the pandemic has primarily impacted women.

When schools closed and children were homebound, additional parental responsibility typically fell largely to mothers.⁶² Roughly three-fourths of Pasadena mothers with children under the age of 18 are in the labor force. In 2019, there were nearly 7,000 Pasadena women in the labor force with their own children under the age of 18 years. Among these mothers:⁶³

- 76% are married and both parents are in the labor force;
- 5% are married, but the spouse is not in the labor force; or
- 18% are single mothers who care for their own children.

An intersecting concern for single mothers in particular is economic: 38% of households headed by single mothers caring for their own children under the age of 18 years live in poverty.⁶⁴

During the pandemic mothers in the workforce in particular, either “essential workers” who needed to report physically to a work site or mothers working from home, encountered increased concerns over child care.⁶⁵ And, during the pandemic, added child care responsibility generally included assisting with learning and technical support required for online learning. Across the nation, where one or both parents worked from home, 41% say that mothers provide the majority of extra child care responsibilities compared to just 15% who say the father does.⁶⁶ Nationwide, it was reported that four times as many women than men left the workforce, a statistic that is related to increased care responsibilities associated with online schooling.⁶⁷

⁶¹ AARP Public Policy Institute and National Alliance for Caregiving. (2015, June). Research report: Caregiving in the U.S. AARP Public Policy Institute. aarp.org/ppi/info-2015/caregiving-in-the-united-states-2015.html

⁶² Pew Research Center (2015). Raising Kids and Running a Household: How Working Parents Share the Load. pewsocialtrends.org/2015/11/04/raising-kids-and-running-a-household-how-working-parents-share-the-load

⁶³ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table S2302: Employment Characteristics of Families. data.census.gov

⁶⁴ U.S. Census, 2019 American Community Survey 1-Year Estimates. Table S1702: Poverty Status in the Past 12 Months of Families. data.census.gov

⁶⁵ Note: For a fuller discussion of the challenges faced by parents working from home during the pandemic, please see the 2021 edition of The Report on the Status of Women and Girls in California™. (2021 March). Center for the Advancement of Women, Mount Saint Mary's University. msmu.edu/media/website/content-assets/msmuedu/home/caw/download-files/MSMU-Report-on-the-Status-of-Women-2021.pdf

⁶⁶ Care.com. (2020, June 15). Child care costs more in 2020, and the pandemic has parents scrambling for solutions. care.com/c/stories/2423/how-much-does-child-care-cost

⁶⁷ Klingo, A. (2020, October). Four Times as Many Women Dropped out of the Workforce in September as Men. Working Mother. workingmother.com/four-times-as-many-women-dropped-out-workforce-in-september-as-men

Conclusion and Recommendations

Women have been impacted disproportionately during the pandemic especially in the areas of employment and mental wellbeing. Nationally, more women than men left the workforce. In September alone, four times as many women as men left the nation's workforce. In Pasadena, service-providing industries, where women comprise half of the workforce, suffered a greater job loss due to the pandemic than goods-producing industries. In particular, women comprise 48% of all those working in the leisure and hospitality industry which lost over 1 in 4 jobs (28%) during the pandemic.

Nationally, women suffered more adverse health effects than men showing symptoms of mental distress in large part from the stress of added family responsibilities. In the year prior to the pandemic, 1 in 5 (20%) San Gabriel Valley women reported moderate or severe social impairment as a result of mental health issues and this figure climbed by four percentage points in 2020. In 2019, 16% of women in the San Gabriel Valley likely experienced a serious psychological episode, a figure that increased to 18% in 2020. While these figures are not specific for Pasadena women, the sample does include responses from Pasadena women.

Given what we know about the impact of the pandemic on women's participation in the workforce and the negative impact on their emotional wellbeing at the national and state level, there is ample reason to believe that a similar impact has been felt by women in Pasadena. Opportunities for post-pandemic employment and health services for women in the post-pandemic recovery will be critical to ensure that gender equity gains of the past decade will not be lost.

RECOMMENDATION 6. The City of Pasadena Commission on the Status of Women should recommend that the City Council authorize a citywide review of the following Human Resources policies, practices and employment benefits:

- 6a. Employment policies and practices:
 - Family support (e.g., flexible work arrangements, paid family leave, etc.). Policy and practices in this area ensures that women who bear the major portion of family care responsibilities are adequately supported in time of crises.
 - Criteria for career advancement and promotion. Review of criteria will ensure that women, especially working mothers, will not be economically and professionally disadvantaged from the impact of COVID-19.
- 6b. Employment benefits that provide women and families with life-changing support such as:
 - Health care
 - Psychological counseling
 - Career and skill development
 - Childcare and other support systems

Long-Term Challenges: Homelessness and Domestic Violence

Two long-term challenges noted in the 2015 Report on the Status of Women in Pasadena that continue as current issues in the City of Pasadena—and of the state—are homelessness and domestic violence. These issues impact women and their families, posing problems that can be passed down through families for generations. While these problems continue, there are indications that progress has been made prior to the pandemic to reduce both homelessness and domestic violence assaults in Pasadena. The major economic and health disruptions caused by COVID-19 have the potential to reverse these recent positive trends.

Housing

In 2019, there were nearly 57,000 occupied households in Pasadena; 38% were owner-occupied and 62% were occupied by renters.⁶⁸

TABLE 16. Trends in Pasadena Housing Characteristics⁶⁹

	2010-2014	2015-2019
Number of housing units	58,075	61,572
Vacancy rate	7%	10%
Number of occupied units	54,092	55,224
Percent owner occupied	44%	42%
Percent renter occupied	56%	58%
Median value of owner-occupied unit	\$614,400	\$785,700
Percent owners with mortgage payments 35% or more of income	34%	31%
Median monthly rent	\$1,375	\$1,710
Percent renters whose rent is 35% or more of income	43%	42%

Source: U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates

A comparison of data for 2010-2014 to that of 2015-2019 indicates that the percentage of renter-occupied households has increased by two percentage points. The median value of owner-occupied units has increased by 28%, and median rent has increased by 24%. While the percentage of households paying 35% or more of monthly income toward housing payments has decreased, roughly 30-40% of households still dedicate more than one-third of monthly income to mortgage or rent payments.⁷⁰

⁶⁸ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table DP04: Selected Housing Characteristics. data.census.gov

⁶⁹ U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates. Table DP04: Selected Housing Characteristics. data.census.gov

⁷⁰ U.S. Census Bureau, 2014 and 2019 American Community Survey 5-Year Estimates. Table DP04: Selected Housing Characteristics. data.census.gov

In 2019 nearly one-third (31%) of Pasadena’s households were headed by women without a partner or spouse present.⁷¹ Among the 17,463 households headed by single women,

- 1,167 (7%) are headed by mothers with children under the age of 18 years;
- 11,914 (68%) are non-family households occupied by only one woman; and in 4,819 of these households, the woman is over the age of 65 years.

Homelessness.⁷² The City of Pasadena Department of Housing and the Pasadena Partnership to end Homelessness, a community coalition of more than 50 public and private organizations that provide housing and services for people experiencing homelessness, coordinates and carries out the annual Point-in-Time Homeless Count that occurs in January. The Point-in-Time Homeless Count is comprised of an unsheltered count and a sheltered count. In 2021, the unsheltered count was not conducted due to COVID-19 safety concerns.

The 2020 count recorded 527 people in the city without homes, a decrease in the 542 homeless persons counted in 2019. Women accounted for one-third of the homeless population, men accounted for two-thirds, with less than 1% identifying as transgender or gender non-conforming; 8% identified as LGBTQ.

Just over half (56%) of the homeless population were unsheltered. A greater proportion of homeless women than men were sheltered: while women accounted for one-third of the total homeless population, they comprised 25% of the unsheltered population. Among the chronically homeless, 27% were women. Thirteen percent of homeless women and men in the 2020 count indicated they were fleeing domestic violence.

The 2014 Homeless Count reported in the 2015 Report on the Status of Women in Pasadena was 666, down from the peak count in 2011 of almost 1,100 persons. Since 2014, the number of homeless persons in Pasadena has continued to decrease to 527 in the 2020 count. As the total number of homeless individuals in Pasadena has decreased, the proportion of women has remained around one-third. In the 2014 Homeless Count, 35% identified as women and they comprised 23% of the unsheltered population.⁷³

While the causes of homelessness are generally a combination of intersecting factors, respondents in the 2020 Pasadena Count cited factors such as financial instability and loss of job, income and a lack of affordable housing, as well as barriers to accessing healthcare and substance use treatment. Pasadena homeless respondents also mentioned domestic violence, and a report from LA Family Housing refers to domestic violence as a major factor leading to the homelessness of women.⁷⁴

Domestic Violence (DV)⁷⁵

Domestic violence includes physical and sexual violence, threats and other emotional abuse. It is a gendered crime, with women more often than men as victims. Thirty-five percent of California

⁷¹ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates. Table DP02: Selected Social Characteristics in the United States. data.census.gov

⁷² 2020 Pasadena Homeless Count. pasadenapartnership.org/homeless-count-reports

⁷³ 2015 Report on the Status of Women in Pasadena, Pasadena Commission on the Status of Women, prepared by Mount Saint Mary’s University. Numbers taken from the 2014 Pasadena Homeless Count: [Pasadenapartnership.org/homeless-count-reports](https://pasadenapartnership.org/homeless-count-reports)

⁷⁴ Roberts, K. (2016). Homelessness and Women. Los Angeles Family Housing, Los Angeles County Department of Public Health. ph.lacounty.gov/owh/docs/DataReport/KimberlyRoberts.pdf

⁷⁵ Crime Statistics (Monthly Statistics Reports), Pasadena Police Department. cityofpasadena.net/police/crime

women and 31% of California men experience domestic violence and/or intimate partner stalking in their lifetimes.⁷⁶ In 2020, 20% of San Gabriel Valley women and 8% of men reported that household strife had increased as a result of the pandemic.⁷⁷

In the City of Pasadena, the Pasadena Police Department has the responsibility to take enforcement action if warranted when responding to calls for assistance in domestic violence assaults. They are also committed by policy to provide assistance to victims and to investigate these crimes.⁷⁸ December 2020 crime statistics issued by the Pasadena Police Department listed 218 domestic violence assaults of women and men reported during the pandemic, down from the 262 domestic violence crimes reported in 2019. This does not necessarily mean that domestic violence itself decreased during the pandemic, but the reporting of such incidents did decrease. By July 2021, the year-to-date crime statistics show an increase in reported domestic violence relative to 2020: 139 domestic violence assaults in 2021 relative to 129 in 2020. There were 153 domestic violence assaults reported over this same time period in 2019.

Conclusion and Recommendations

The impact of COVID-19 on income through job loss or reduction in hours has the potential to reverse the decade-long gains in reducing the number of homeless in Pasadena and across the state. The 2022 Homeless Count will be particularly important in determining the impact of COVID-19 on the homelessness of women.

The number of domestic violence calls to the Pasadena Police Department declined in 2020, relative to pre-pandemic levels. While year-to-date reports of domestic violence by July 2021 had not yet reached pre-pandemic levels, the number of calls were outpacing those of the previous year and suggesting that 2021 could have a higher incidence of reported domestic violence assaults than those of recent years.

RECOMMENDATION 7. The City of Pasadena Commission on the Status of Women should recommend that the Department of Housing conduct an analysis of the 2022 Homeless Count, with particular attention to factors leading to homelessness among women and women-headed families, which would be helpful in gaining a clearer understanding of how to better reduce homelessness among women.

RECOMMENDATION 8. The City of Pasadena Commission on the Status of Women should recommend that:

8a. Reports on domestic violence assault statistics be disaggregated by gender where possible, so that the impact on women can be easily assessed.

8b. The incidence of domestic violence assaults be monitored to determine trends and possible interventions that can reduce the incidence of domestic violence assaults and ensure adequate support services for vulnerable women and children.

⁷⁶ National Coalition Against Domestic Violence (2020). Domestic Violence | California. ncadv.org/files/California.pdf

⁷⁷ 2020 California Health Interview Survey (CHIS). UCLA Center for Health Policy Research, the Fielding School of Public Health. ask.chis.ucla.edu

⁷⁸ Policy Manual. Policy 320: Domestic Violence. Pasadena Police Department (retrieved October 2021). ww5.cityofpasadena.net/wp-content/uploads/sites/57/2017/02/Policy-320-Domestic-Violence.pdf

Conclusion: Looking Toward the Future

Over the years 2010-2019, the status of Pasadena women improved in many ways. For example, there has been an increase of racial and ethnic diversity in which women of color increased from 62% in 2010-2014 to 66% in 2015-2019. This population shift can lead to enriched and more inclusive voices in visioning and policy decisions.

The economic security of women has also improved based on several factors:

- **Educational attainment.** In 2010-2014, 13% of Pasadena women had less than a high school education and that proportion had dropped to 11% in 2015-2019. In 2010-2014, 48% of women had a bachelor's degree or higher and in 2015-2019, over half (52%) of women have a 4-year college degree or higher.
- **Workforce Participation.** In 2010-2014, Pasadena women accounted for 43% of the full-time workforce in Pasadena, and in 2015-2019, women accounted for 46%.
- **Earnings.** Pasadena women have median earnings higher than women across the state and the nation. Further, earnings have increased by 10% from \$52,600 in 2010-2014 to \$58,000 in 2015-2019. However, over this same time frame, the median earnings of men have increased by over 20%, leading to a widening disparity between the earnings of women and men.

In addition to increased economic security, Pasadena has a decades-long commitment to building leadership capacity of its women. Today, women play important roles as leaders in the arts, education, science, business, and nonprofit organizations of Pasadena. In particular, the number of Pasadena women involved in the work of community-serving nonprofit organizations has been increasing. In 2010-2014, just over 5,000 women earned wages from working in nonprofit organizations and in 2015-2019, that number had increased to 6,400 women. It should be noted that more men are also now working for wages in nonprofit organizations, but women continue to constitute the majority (55%) of those working for nonprofit organizations.

And then came the COVID-19 pandemic of 2020, disrupting life in many ways—reshaping the workplace, the educational system, and our economy, just to name a few. Across the nation as more employees worked from home, women experienced more stress partly as a result of increased family care responsibilities. Their mental wellbeing suffered and those feeling anxious or depressed increased dramatically. At work, women received fewer promotions and left their jobs in greater numbers than men. As employees return to the workplace, the long-term effects of the pandemic closures will become clearer. It will be important to monitor the longer-term impact of COVID-19 on Pasadena women as we move to more normal times.

Fortunately, the 2021 Report on the Status of Women in Pasadena provides evidence that the City's women are well-positioned to innovate and adapt in a post-pandemic recovery to find a "new normal" in which all women can thrive.

City of Pasadena Commission on the Status of Women

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About the Commission on the Status of Women

The purpose of the Commission is to advise the Pasadena City Council on the special needs and concerns of women of all ages, races, religions, ethnic and cultural backgrounds, and economic and social circumstances. The commission shall:

- 1) Study and examine through the conduct of meetings, conferences, public hearings or other appropriate methods those conditions which indicate discrimination or prejudice encountered by women;
- 2) Recommend procedures, programs and legislation to promote and ensure equal rights and opportunities for all women in the city;
- 3) Consult and cooperate with other public agencies and commissions on matters relevant to the commission.



Mount Saint Mary's University, Los Angeles

Ann McElaney-Johnson, PhD, President
Eleanor Siebert, PhD, Professor Emerita, Lead Researcher
Emerald Archer, PhD, Director, Center for the Advancement of Women

About the Center for the Advancement of Women at Mount Saint Mary's University

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

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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

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