



California Budget
& Policy Center

The California Women's Well- Being Index: Advancing Gender Justice Through Increased Employment, Earnings, and Economic Security

WEBINAR - JUNE 7, 2018

calbudgetcenter.org



This event was made possible with the support of JPMorgan Chase & Co., The California Endowment, and the Sierra Health Foundation.

The **Policy Perspectives Speakers Series** is a year-round, free event series that provides expert analysis and insights on critical issues facing California.

#CAWomenThrive
#PolicyPerspectives



Today's Speakers



Chris Hoene
Executive Director,
California Budget &
Policy Center



Surina Khan
President and CEO,
Women's Foundation of
California



Kari Decker
Managing Director,
Corporate
Responsibility,
JPMorgan Chase & Co.



**Senator Hannah-
Beth Jackson**
Chair, Select Committee
on Women, Work and
Families



Today's Speakers (cont.)



Kristin Schumacher
Senior Policy Analyst,
California Budget &
Policy Center



Noreen Farrell
Executive Director,
Equal Rights
Advocates



Danielle Beavers
Diversity and Inclusion
Director,
Greenlining Institute,
and Women's Policy
Institute Fellow



Kellie Todd Griffin
President of Sistallect, Inc.,
and founder of The State
of Black Women in
California Initiative



California Women's Well-Being Index

In Partnership With the Women's Foundation of California



Policy
Recommendations



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Health

Personal Safety

Employment & Earnings

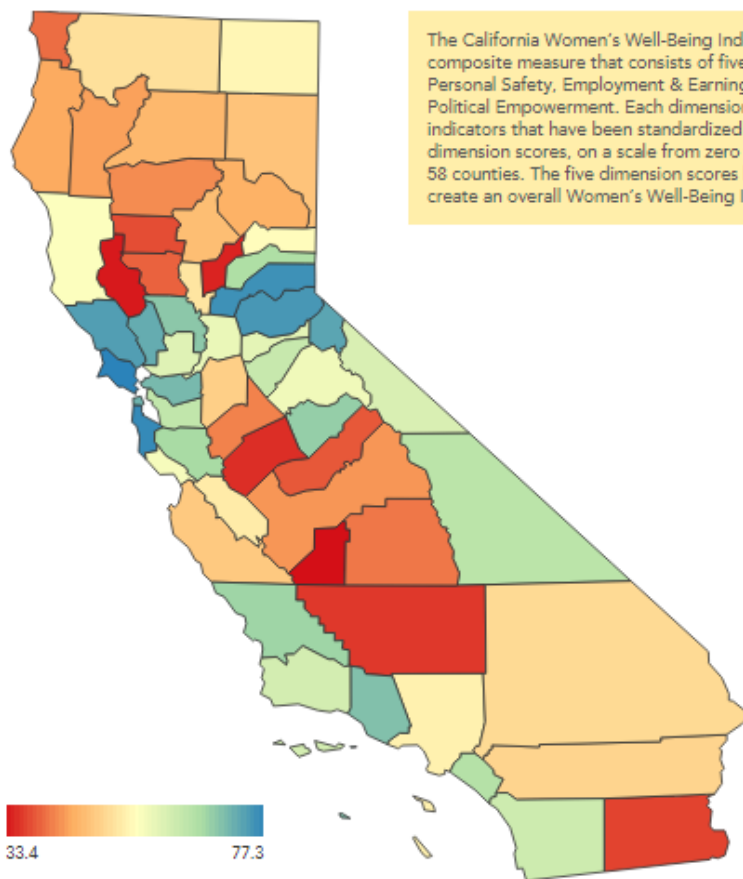
Economic Security

Political Empowerment

Marin, 77.3
San Mateo, 71.7
Placer, 70.6
El Dorado, 65.2
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Napa, 64.3
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Inyo, 58.8
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Calaveras, 57.8
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Colusa, 41.3

Women's Well-Being Index: Overall

When women thrive, their families and communities prosper. Yet despite decades of progress, women still face persistent disparities on a range of issues, from economic security to health to participation in political leadership. By viewing women's well-being as encompassing various distinct yet interrelated components, policymakers, advocates, service providers, and community members can begin to craft policy solutions that help make California a place where all women and their families can thrive.



The California Women's Well-Being Index is a multifaceted, composite measure that consists of five "dimensions": Health, Personal Safety, Employment & Earnings, Economic Security, and Political Empowerment. Each dimension is composed of six indicators that have been standardized and combined to create dimension scores, on a scale from zero to 100, for each of California's 58 counties. The five dimension scores have been combined to create an overall Women's Well-Being Index score for each county.

bit.ly/CAWomenThrive



Senator Hannah-Beth Jackson



Committee Membership

- Chair, Select Committee on Women, Work and Families
- Chair, Joint Legislative Committee on Emergency Management
- Chair, Judiciary
- Budget and Fiscal Review
- Labor and Industrial Relations
- Subcommittee No. 1 on Education
- National Resources and Water
- Public Safety

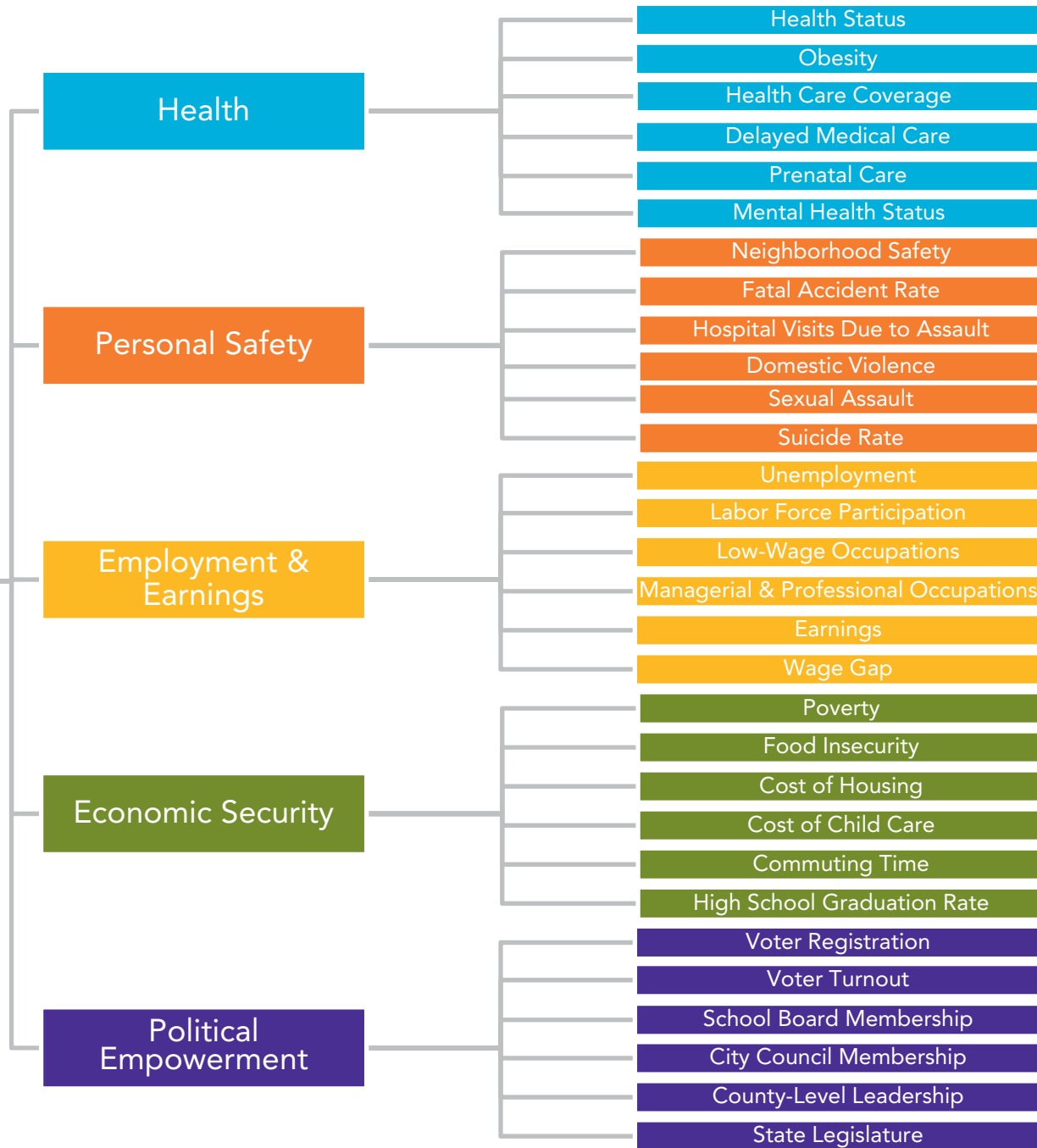


Overview

- Introduce the California Women's Well-Being Index (WWBI)
- Describe the new functionality of the WWBI
- Summarize the data analyses and policy recommendations in four new WWBI issue briefs related to women's economic security, employment, and earnings



Women's Well-Being Index



California Women's Well-Being Index

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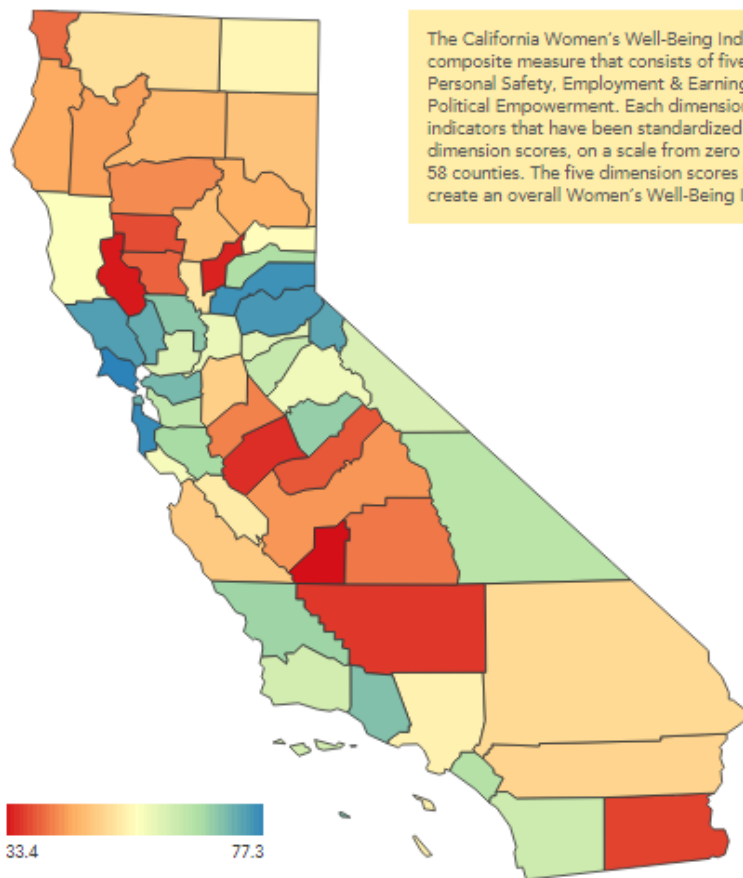
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California Women's Well-Being Index County Fact Sheet: Los Angeles

The California Women's Well-Being Index provides a comprehensive, composite measure of how women are faring in each of the state's 58 counties. The Index encompasses five "dimensions" — Health, Personal Safety, Employment & Earnings, Economic Security, and Political Empowerment — each of which is made up of six indicators. This fact sheet shows the Index and dimension scores, indicator data, and state rankings for Los Angeles County.

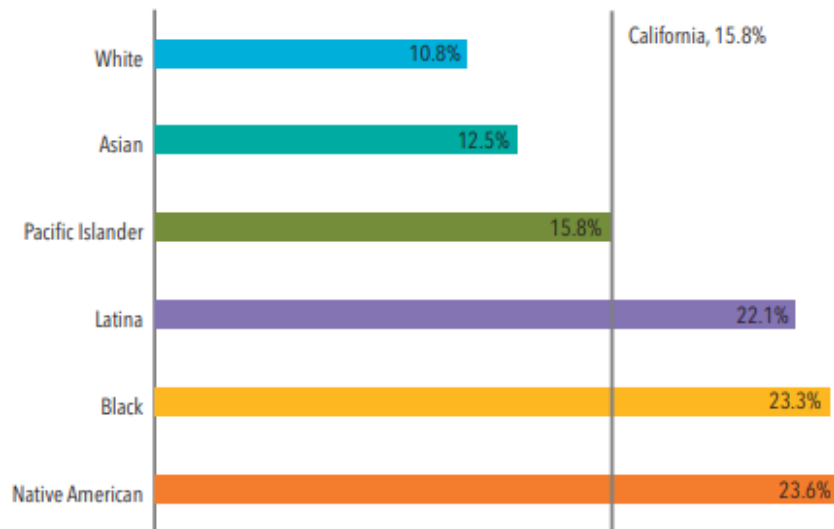
	VALUE (MARGIN OF ERROR)	RANK (1=BEST)
Women's Well-Being Index: Overall	49.7	31
Health Dimension	45.9	37
Health Status Percentage of women age 18 and over who report being in fair or poor health, 2011-2014	23.5% (22.1% - 25.0%)	44
Obesity Percentage of women age 18 and over who are obese, 2011-2014	24.0% (22.5% - 25.5%)	26
Health Care Coverage Percentage of women ages 18 to 64 without health insurance, 2010-2014	25.7% (25.5% - 25.9%)	55
Delayed Medical Care Percentage of women age 18 and over who either delayed getting or did not get prescriptions or medical care in the past 12 months, 2011-2014	24.1% (22.6% - 25.6%)	25
Prenatal Care Percentage of women receiving adequate prenatal care, 2011-2013	81.2% (80.7% - 81.7%)	14
Mental Health Status Percentage of women age 18 and over who likely have experienced serious psychological distress in the past year, 2011-2014	10.1% (9.0% - 11.2%)	34



California Women's Well-Being Index Poverty Fact Sheet

The California Women's Well-Being Index provides a comprehensive, composite measure of how women are faring in each of the state's 58 counties. The Index encompasses five "dimensions" – Health, Personal Safety, Employment & Earnings, Economic Security, and Political Empowerment – each of which is made up of six indicators. This fact sheet shows statewide data by race and ethnicity for the Poverty Indicator, as well as the value and rank for all 58 counties.

Percentage of Women Age 18 and Over Living in Poverty, 2010-2014



Note: "White" excludes individuals who also identify as "Latina," which means that the White and Latina categories are mutually exclusive. For race categories other than White, individuals who identify as Latina may be counted in both a racial category (e.g., "Black") and in the Latina category. As such, Latina and the non-White racial categories are not mutually exclusive.
Source: Budget Center analysis of US Census Bureau, American Community Survey data



California Women's Well-Being Index

In Partnership With the Women's Foundation of California



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Employment & Earnings

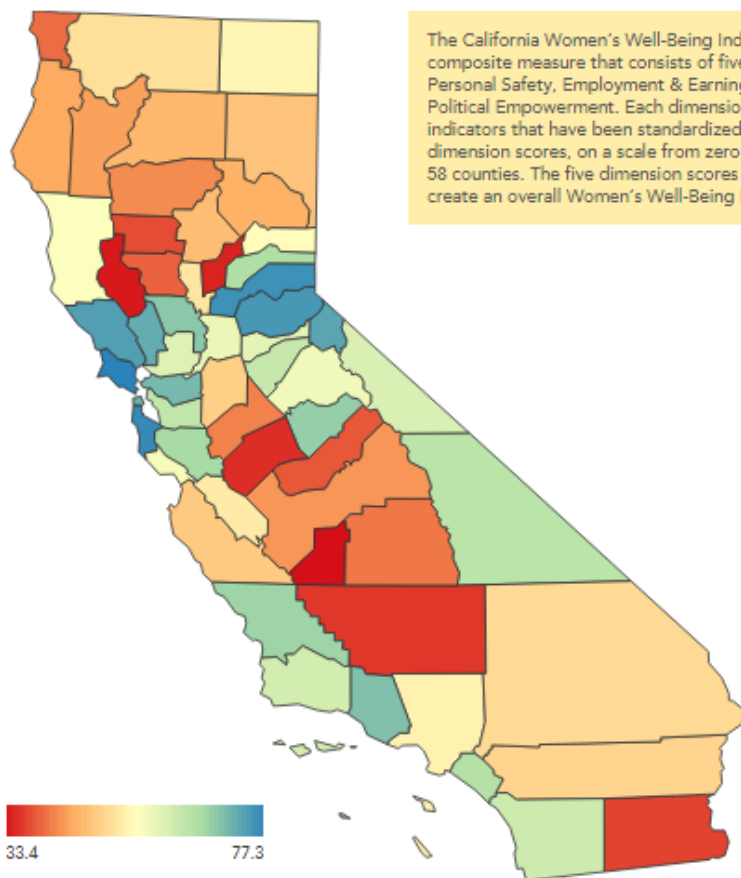
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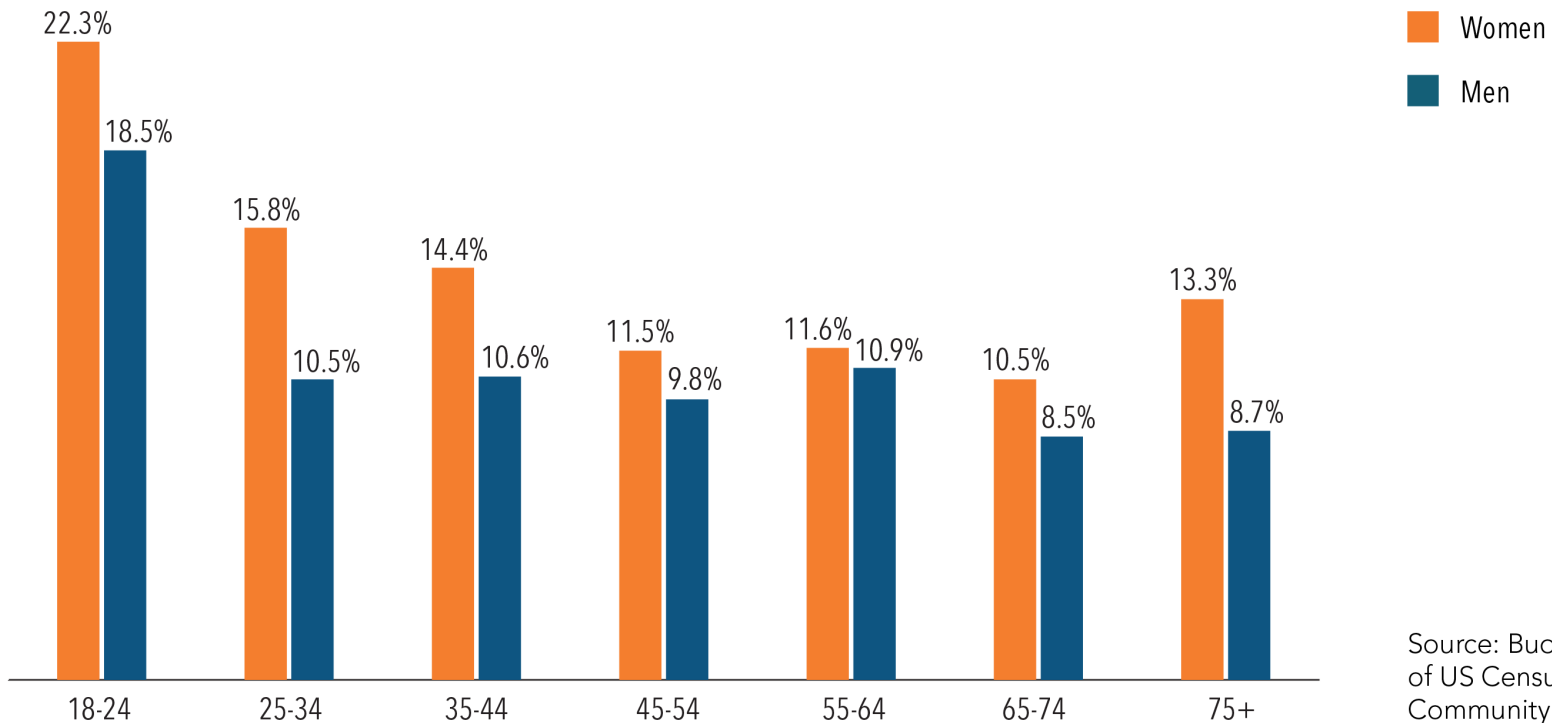
State and Local Policymakers Can Take Action to Help Women Make Ends Meet

When women thrive, their families and communities prosper. Smart public policies can boost women's economic security. State and local policymakers can create positive change by:

- Strengthening public systems and supports;
- Supporting working mothers;
- Addressing pay inequality and boosting income for women; and
- Helping women build wealth.



Percentage of Women and Men Living Below the Official Poverty Line in California, 2016



Source: Budget Center analysis of US Census Bureau, American Community Survey data

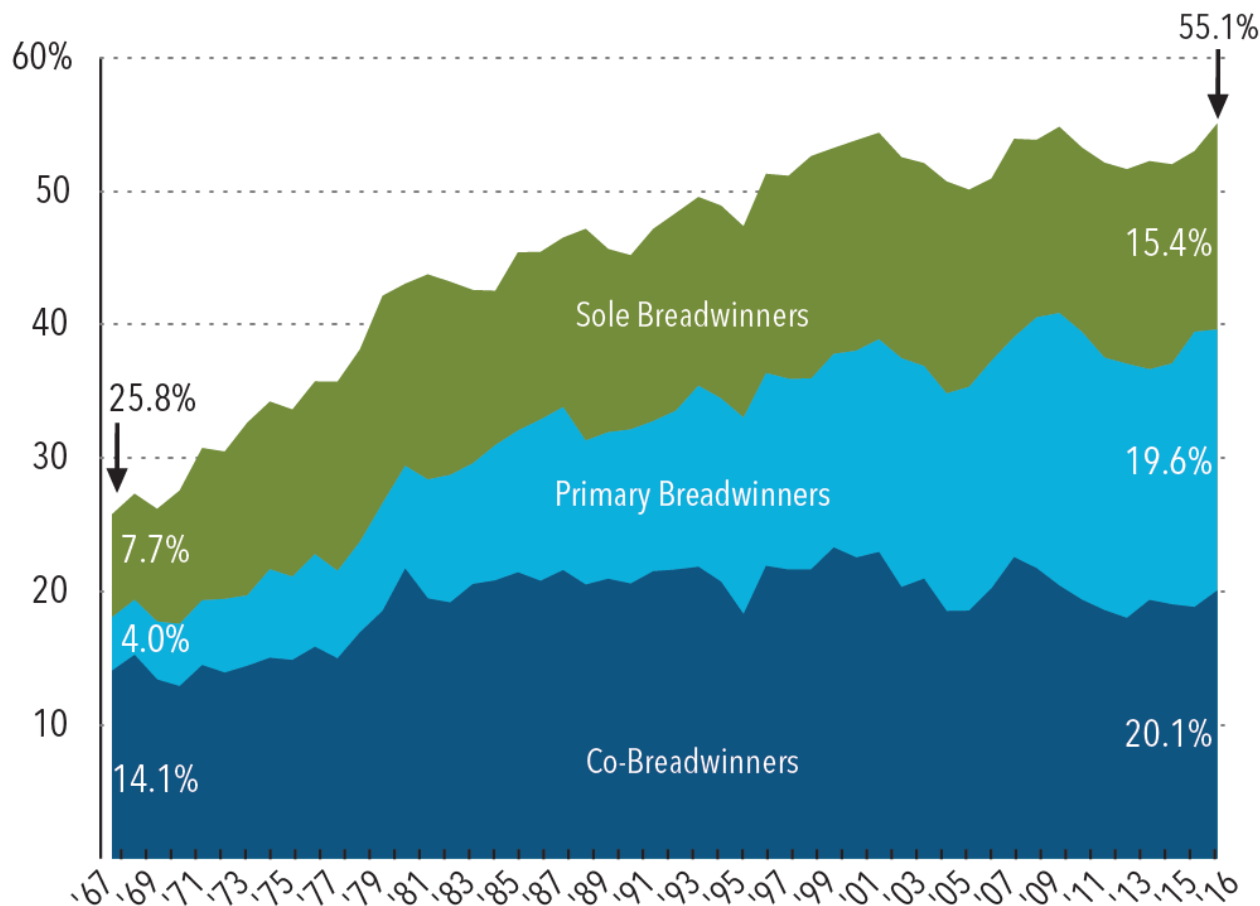


Actions to Strengthen Public Systems and Supports

- Encourage and facilitate participation in public systems and supports
- Reinvest in services that policymakers cut during and after the Great Recession
- Increase access to safe and affordable housing



Percentage of Mothers Who Are Breadwinners in California, 1967-2016

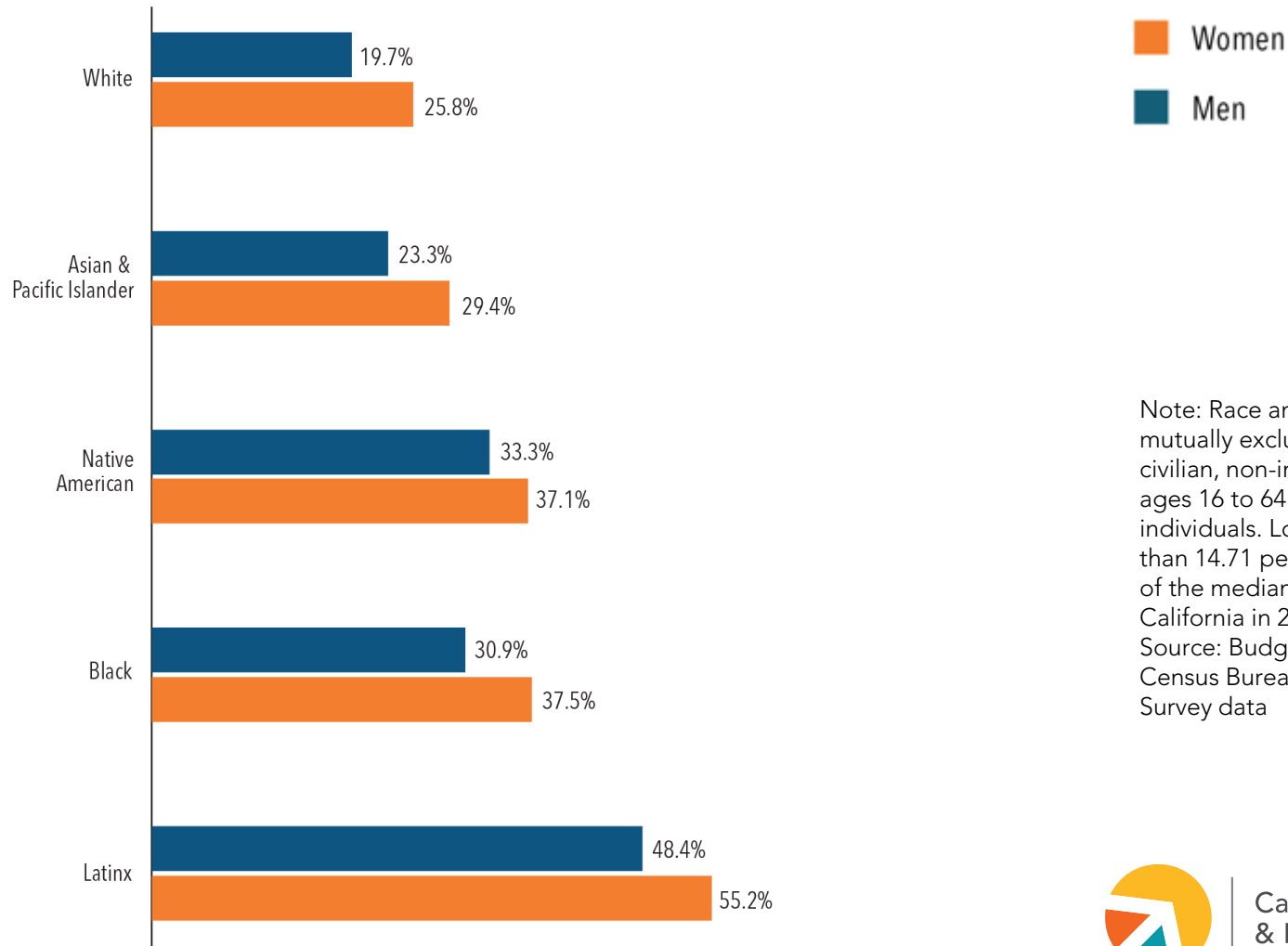


Note: Data are for the civilian, non-institutionalized population ages 16 to 64. "Mothers" refers to women who are living with at least one of their own children who is under the age of 18. Sole breadwinners are single mothers with earnings who are the head of household without a spouse or cohabitating partner present. Primary breadwinners earn more than 50% of the total earnings of the mother and her spouse. Co-breadwinner mothers earn more than 25% and less than 50% of the total earnings of the mother and her spouse.

Source: Budget Center analysis of US Census Bureau, Current Population Survey data



Percentage of Workers Earning Low Wages in California, 2016



Note: Race and ethnicity categories are mutually exclusive. Data are for the civilian, non-institutionalized population ages 16 to 64 and exclude self-employed individuals. Low wages are defined as less than 14.71 per hour, which was two-thirds of the median full-time, hourly wage in California in 2016.

Source: Budget Center analysis of US Census Bureau, American Community Survey data

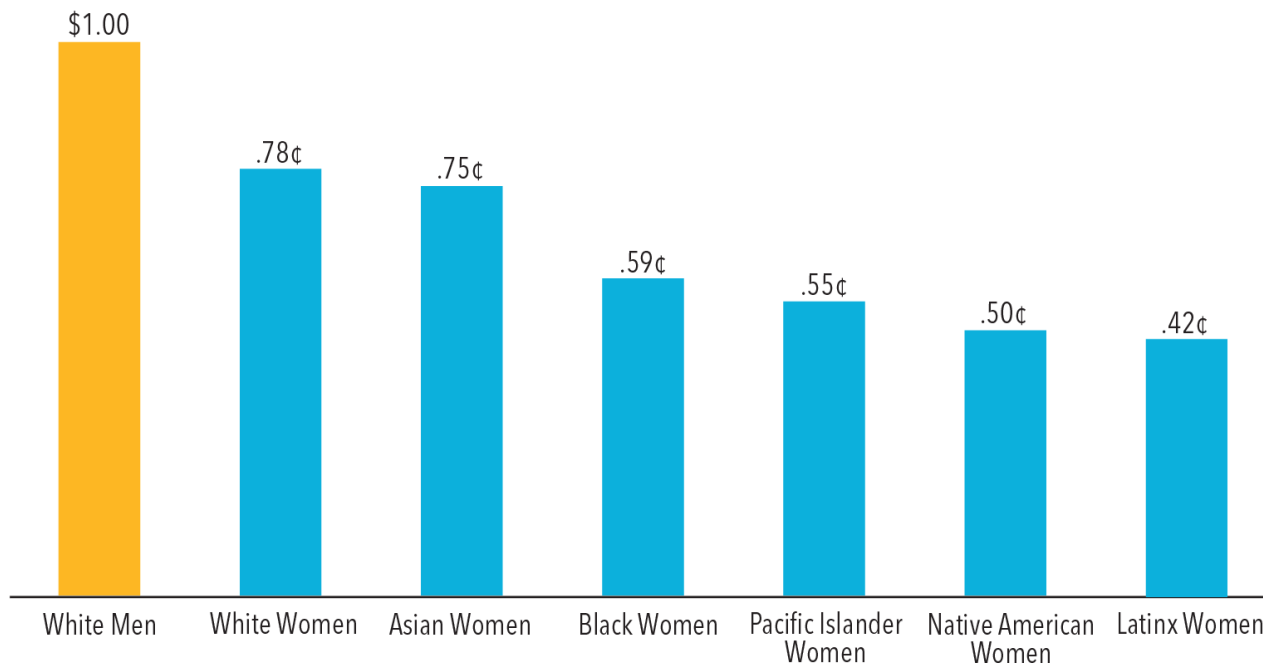


Actions to Support Working Mothers in California

- Recognize the value of caregiving by expanding paid family leave and extending the CalEITC to unpaid family caregivers
- Expand access to subsidized child care and development programs
- Address unfair scheduling practices that make it difficult for parents to balance work and family obligations



Ratio of Women's to Men's Median Earnings for Individuals Employed Full-Time, Year-Round in Past 12 Months in California, 2016



Note: Data are for individuals age 16 and over. "White" excludes individuals who also identify as "Latinx," which means that the White and Latinx categories are mutually exclusive. For race categories other than White, individuals who identify as Latinx may be counted in both a racial category (e.g., "Black") and in the Latinx category. As such, Latinx and the non-White racial categories are not mutually exclusive.
Source: US Census Bureau, American Community Survey

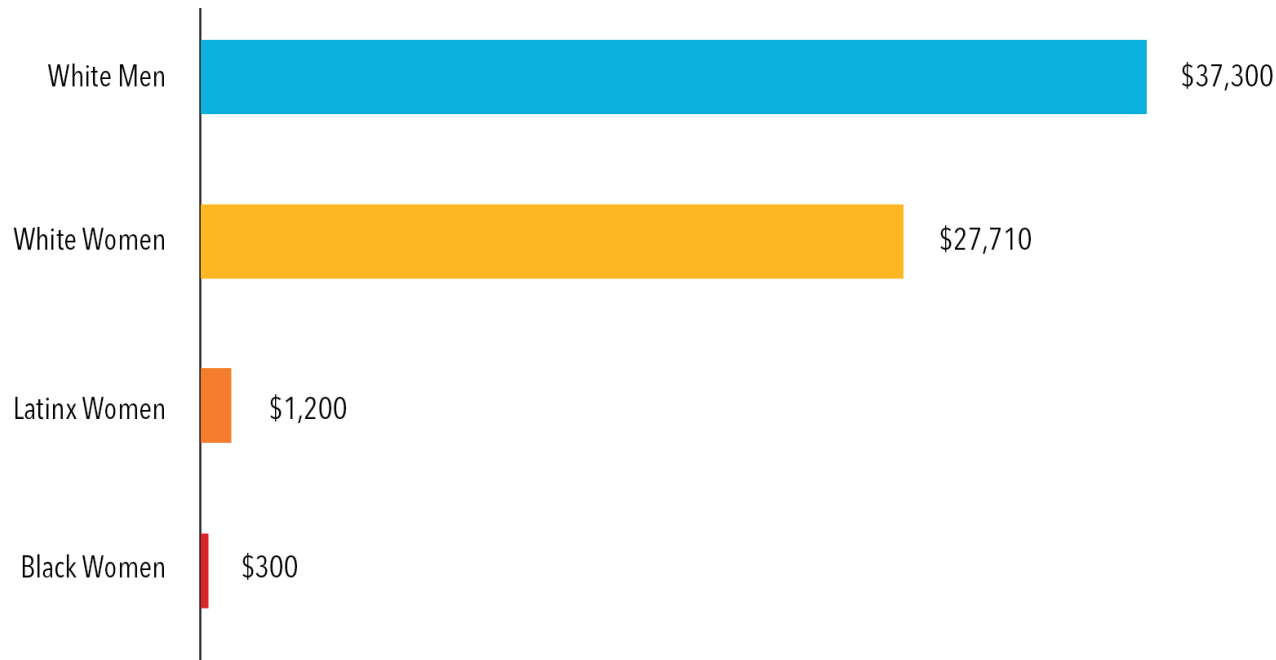


Actions to Address Pay Inequality and Boost Income

- Address pay inequality through greater transparency
- Protect workers from harassment in the workplace
- Boost women's economic security by continuing to expand upon the CalEITC



Median Wealth for Single White Men and Single Women in the United States, 2016



Note: Data are for individuals ages 18 to 64. Race and ethnicity categories are mutually exclusive. "Other" category not shown here. Wealth is defined as total assets minus total debt. The wealth estimates do not include vehicles. Source: Budget Center analysis of the Federal Reserve Board, Survey of Consumer Finances



Actions to Help Women in California Build Wealth

- Promote wealth building for low-income women by creating a pathway to homeownership, funding outreach for CalSavers, and eliminating CalWORKs asset limits
- Address wealth-stripping practices by reforming city and county fines and fees and limiting predatory lending practices



Senator Hannah-Beth Jackson



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- National Resources and Water
- Public Safety



Stronger California

The California Women's Well-Being Index: Advancing Gender Justice Through Increased Employment, Earnings, and Economic Security

June 7, 2018

www.StrongerCalifornia.org
#StrongerCA



Noreen Farrell

Equal Rights Advocates
nfarrell@equalrights.org
www.equalrights.org



Stronger California: Action Now

Who we are:

- The Stronger California Advocates Network is comprised of over 30 advocacy groups and state-wide coalitions.
- We work in partnership with the California Legislative Women's Caucus to advance legislative policies and budget priorities to improve the economic security of women and families in California.



Four Pillars: A Comprehensive Approach

The Four Pillars of the Stronger CA Agenda:

- ☐ Expand Access to Affordable, Quality Early Childhood Care & Education
- ☐ Build Economic Security by Addressing Poverty
- ☐ Support Family-Friendly Workplaces
- ☐ Ensure Fair Pay, Job Opportunities, and Workplace Justice

Expand Access to Affordable Quality Early Childhood Care & Education

**Make
childcare
affordable,
accessible
and high
quality**



2018 Priority Bills:

- AB 2023 - Child and Dependent Care Expenses Tax Credit
- AB 60 – Continuity of Child Care in CalWORKs
- #BillionForBabies Child Care Budget Request

Build Economic Security by Addressing Poverty

Help families
meet their
basic needs
today and build
secure futures



Stronger California

strongercalifornia.org
#StrongerCA

2018 Priority Bills:

- SB 10 - The California Money Bail Reform Act
- SB 982 – Ending Deep Childhood Poverty
- SB 926 – Workplace Rights for CalWORKS & CalFresh Recipients
- AB 3200 - SSI/SSP Increases
- End Deep Childhood Poverty Budget Request



Support Family-Friendly Workplaces



2018 Priority Bill:

- SB 937 – Lactation Accommodations in the Workplace

Ensure Fair Pay, Job Opportunities, and Workplace Justice



2018 Priority Bills:

- AB 2282 – Salary History Cannot Justify Gender or Race Wage Differentials
- SB 1284 – Pay Data Reporting
- AB 2314 – Domestic Workers Rights Implementation Act
- AB 3080 – Stop Forced Waivers of Workers' Rights

Ensure Fair Pay, Job Opportunities, and Workplace Justice



2018 Priority Bills on Sexual Harassment:

- SB 1300 - Sexual Harassment Prevention and Accountability Act
- AB 1870 – SHARE Act (Stop Harassment & Reporting Extension)
- SB 1038 – Protect Victims from Retaliation Act
- SB 224 – Preventing Sexual Harassment in Other Business and Professional Relationships





The California Women's Well-Being Index

June 7, 2018

Danielle Beavers

Diversity and Inclusion Director, The Greenlining Institute
2018 Women's Policy Institute Fellow



Emily Doe's letter to Brock Turner: 1 year later, 5 survivors speak out on the letter that inspired millions



Allia E. Dastagir, USA TODAY

Published 4:45 p.m. ET June 2, 2017 | Updated 12:35 p.m. ET June 8, 2017

Danielle Beavers, 27



"I found so much power putting my own story out there," Danielle Beavers said. (Photo: Danielle Beavers)

Why she spoke out

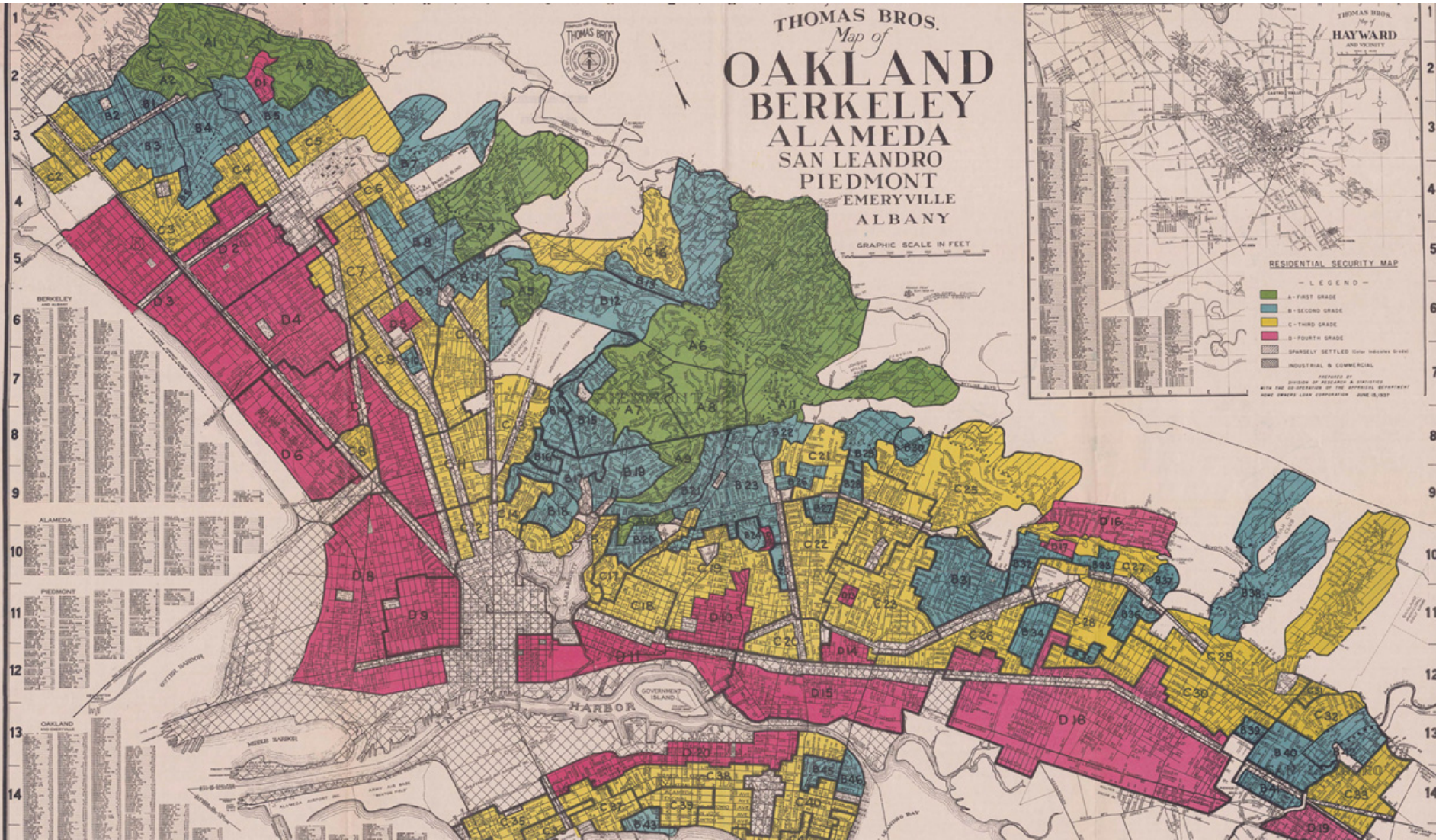
“... if this was a black girl walking around Oakland, would it even have gotten written about in the paper?”

Danielle Beavers

"I think a lot of it honestly was fueled by frustration. It's very obvious to me there are certain reasons why particular stories get uplifted and others don't. ... When we know this happens every single day, why was this a story that got so much empathy and attention from people? ... I think the anonymity of Emily Doe — not having a face, or a concrete name to pin to it — helped bring out that compassion from people. ... But I thought that if this was a black girl walking around Oakland, would it even have gotten written about in the paper?"

How being a survivor of color can be different

"It was very obvious and very much communicated to me even at 11 years old that talking about this looks bad for 'our people.' And when I say 'our people,' it's the black community and communities of color to a larger extent."





Diversity & Inclusion

Diversity and Inclusion works with all our policy teams to open the path to jobs and entrepreneurial opportunities for communities of color.

[READ ABOUT DIVERSITY & INCLUSION →](#)



Bridges to Health

Bridges to Health seeks to bring the resources needed for a healthy life, including access to care, within reach of communities of color and low-income communities, and to open doors to economic opportunities in the health industry.

[READ ABOUT BRIDGES TO HEALTH →](#)



Economic Equity

Economic Equity works to overcome the lingering effects of redlining, help communities of color build wealth, and ensure that our financial system works for all.

[READ ABOUT ECONOMIC EQUITY →](#)



Energy Equity

Energy Equity addresses the electric and gas services upon which homes and businesses depend, seeking to ensure that low-income ratepayers are protected and that race, language or income are never barriers to these essential services.

[READ ABOUT ENERGY EQUITY →](#)



Environmental Equity

Environmental Equity focuses on the emerging green economy in order to make sure that communities of color not only have a clean environment, but also benefit from the economic opportunities made possible by environmental efforts.

[READ ABOUT ENVIRONMENTAL EQUITY →](#)



Telecommunications & Technology

Telecommunications & Technology works to make sure that people at all income levels have access to the information and communications technology that is so vital in today's economy, and to ensure that telecommunications companies are responsive to the needs of communities of color.

[READ ABOUT TELECOMMUNICATIONS & TECHNOLOGY →](#)



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INTERACTIVE

Women's Well-Being Index

Work, Income & Poverty · Education · Child Care & Preschool · Health & Human Services · Housing · March 2016 · By Kristin Schumacher

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Intersectionality in Greenlining's Diversity, Equity and Inclusion Framework

FOUR Ws FOR DEI ADVOCACY

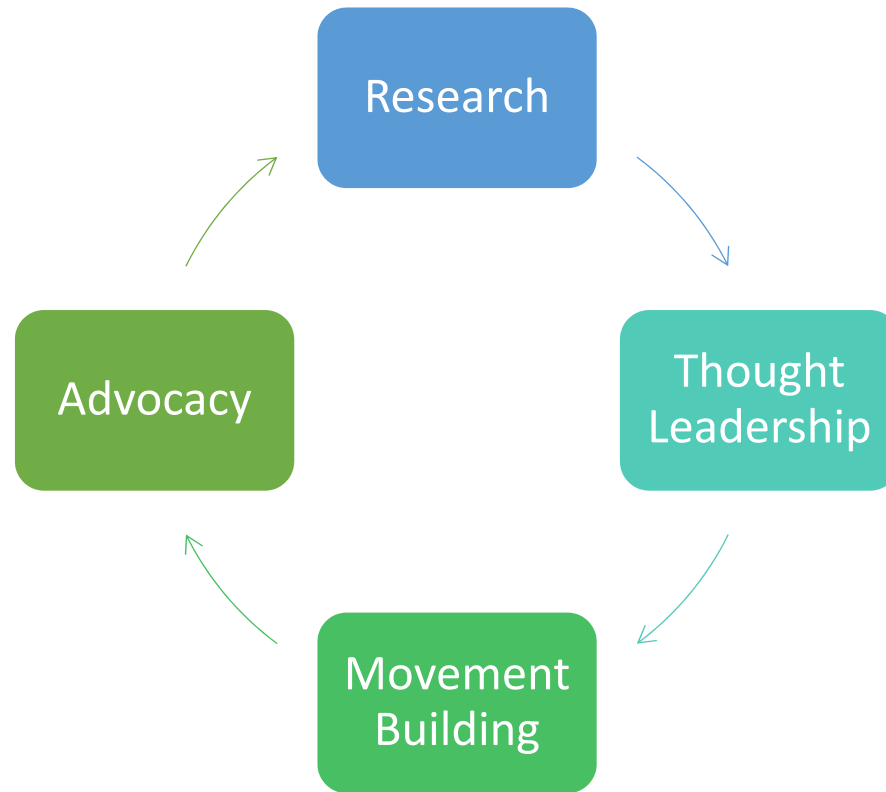
Diversity, Equity and Inclusion do not exist in a vacuum. Effective advocacy will understand and explicitly communicate their use in a specific context. Greenlining uses the Four Ws, "Who, What, Where, and Why," to ensure our strategies are outcomes-oriented and secure tangible benefits for communities of color.

***Who** am I advocating on behalf of? Who are their allies/similarly impacted communities? Who am I not including in this effort? Have I analyzed this issue from an intersectional lens?*

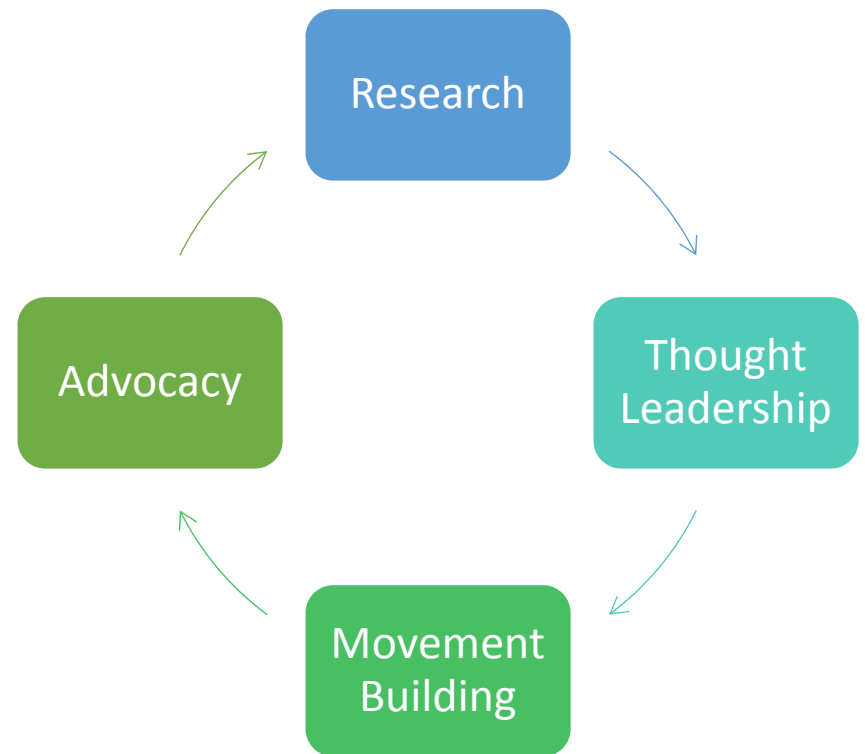
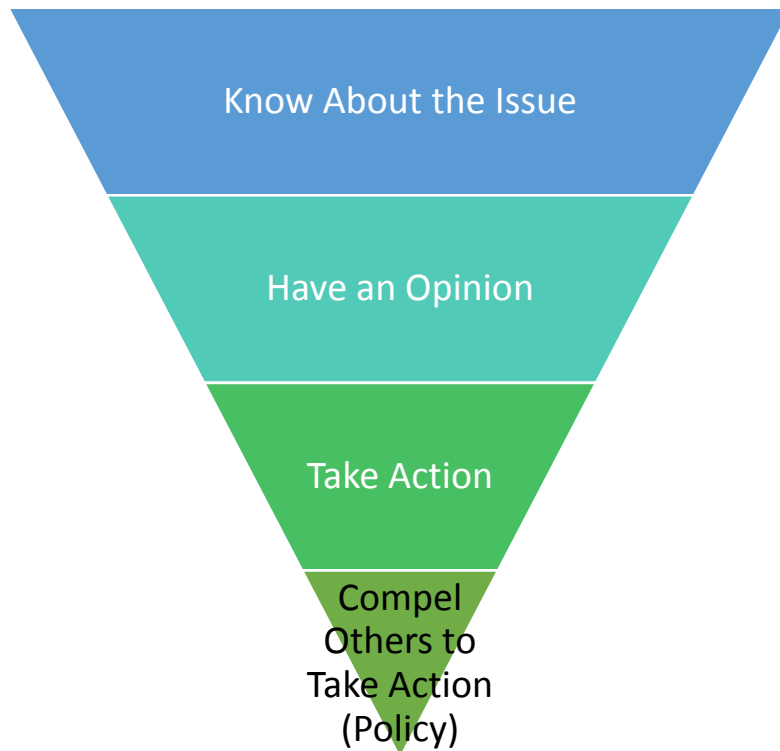
We advocate on behalf of communities of color. Because communities of color are too often pitted against one another, fighting for crumbs, we intentionally work across racial lines.

Intersectionality explains how social identities such as race, class, and gender intersect to create overlapping or interdependent systems of oppression or privilege. For example, our Bridges to Health Team's Boys and Men of Color and Girls and Women of Color portfolios specifically recognize and address the intersections of race and gender.

The Importance of Research



The Importance of Research



Thank You!

Danielle Beavers

danielleb@greenlining.org

(510) 926-4024



STATE OF **BLACK WOMEN** IN CALIFORNIA

The Invisible Minority

Sistallect, Inc.

- Sistallect, Inc. has a simple purpose --- to **empower women of color**, particularly Black Women, in a meaningful way!
- Our mission is to **improve the lives of women and girls** by developing programs and projects that will **build, elevate and promote** our intelligence and positive image.
- Our signature initiative is the **State of Black Women in California**, which is an annual report that focuses on the current quality of life status for Black Women and Girls.
 - It includes a **strategic policy platform** and **action plan** to serve as a road map for policy makers, advocates, community-based organizations and funders.
- We partner with organizations to **build up communities** that are marginalized and economically disadvantaged.
 - We design in a collaborative manner to extend our reach and our impact.

Understanding the Data



The State of Black Women in California

"We are JOYOUS to have you HERE TODAY."

SENATOR HOLLY MITCHELL

"WE STAND ON THE SHOULDERS OF THOSE BEFORE US..."
"KELLIE DELIVERS!"

GUBERNATORIAL FORUM IDEA...

SHOWING UP, + SUPPORTING...

WE DON'T GATHER ENOUGH TO HAVE *family* CONVERSATIONS.."

WE NEED TO DEFINE OURSELVES

"black girl magic"

MAKES US STAND UP STRAIGHTER."

by MAKING CHOICES

EXERCISE
AVOIDING SUGAR + CARBS

WHERE I LIVE

"I AM SUCCESSFULLY AVOIDING A JACKED UP LIFE..."

"I WANT TO TWEET AT THE CRAZY-A** PRESIDENT WHEN I'M 80."

SPOKEN WORD

COLLECTIVE VOICE
or just ESSENTIAL

FINDING STRENGTH
IN OUR CORE....
TO DEAL WITH THE TRAUMAS.

OUR HEALTH IS DETERMINED BY ZIP CODE
MORE than GENETICS

"CAN SOMEONE EXPLAIN TO ME... WHY?"

"I'M MADE WITH PERFECTION..."

"I LOVE BEING BLACK!"

KELLIE TODD GRIFFIN...

1/4 of US LIVE IN POVERTY..



the FOCUS HAS NEVER BEEN on US

WE WANT TO FOCUS on SOLUTIONS

CHET HEWITT, CEO, SIERRA HEALTH

"I WAS RAISED by 4 SISTERS..."

15,000 PEOPLE COME THROUGH THIS ROOM A YEAR....

this is ONE of the MOST IMPORTANT

The State of Black Women in CA

- **Sistallect, Inc.** in partnership with **Sierra Health Foundation** and with a coalition of approximately **70 Black Women** leaders took on the task to look at equity for Black Women and Girls in California.
- This effort represents the first time this type of collective, conscious effort has been done in the state.
- Although Women of Color are progressing as a whole, **Black Women in California** are more likely to be **single breadwinners**, **live in poverty** and **face significant barriers** in regards to pathways to success economically, socially and professionally.
- The Black Women's Well-Being Index tells a bleak story...

The State of Black Women in CA

**OVER 1 MILLION
BLACK WOMEN & GIRLS
LIVE IN CALIFORNIA
WITH LIMITED
RESOURCES**

Third largest population of
Black females in the nation

The State of Black Women in CA

- **The data creates a narrative that requires action...**

74%

Black Households
are headed by single
Black Mothers –
highest among all
women

50.6%

Black Women in
Households With
Housing Cost
Burden – highest
among all women

59¢

Black Women make
to White Men's \$1
Earnings with no
other source of
income

26%

Single Black
Women own homes
– lowest among all
women

\$300

Median Wealth for
Single Black Women
– lowest among all
women

21.4%

Black Women live
in poverty – highest
among all women

The State of Black Women in CA

- **The data created the agenda...**

- Elevate the narrative...Black Women and Girls are struggling in California
- Expand current policy and funding priorities
- Develop interventions to improve the disparity gaps
- Strengthen current programs and services as well as fill in the gaps
- Identify intersectional work for greater impact



Thank you....

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The State of Black Women in California

 **Sista**lect

Questions and Discussion

#CAWomenThrive
#PolicyPerspectives





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