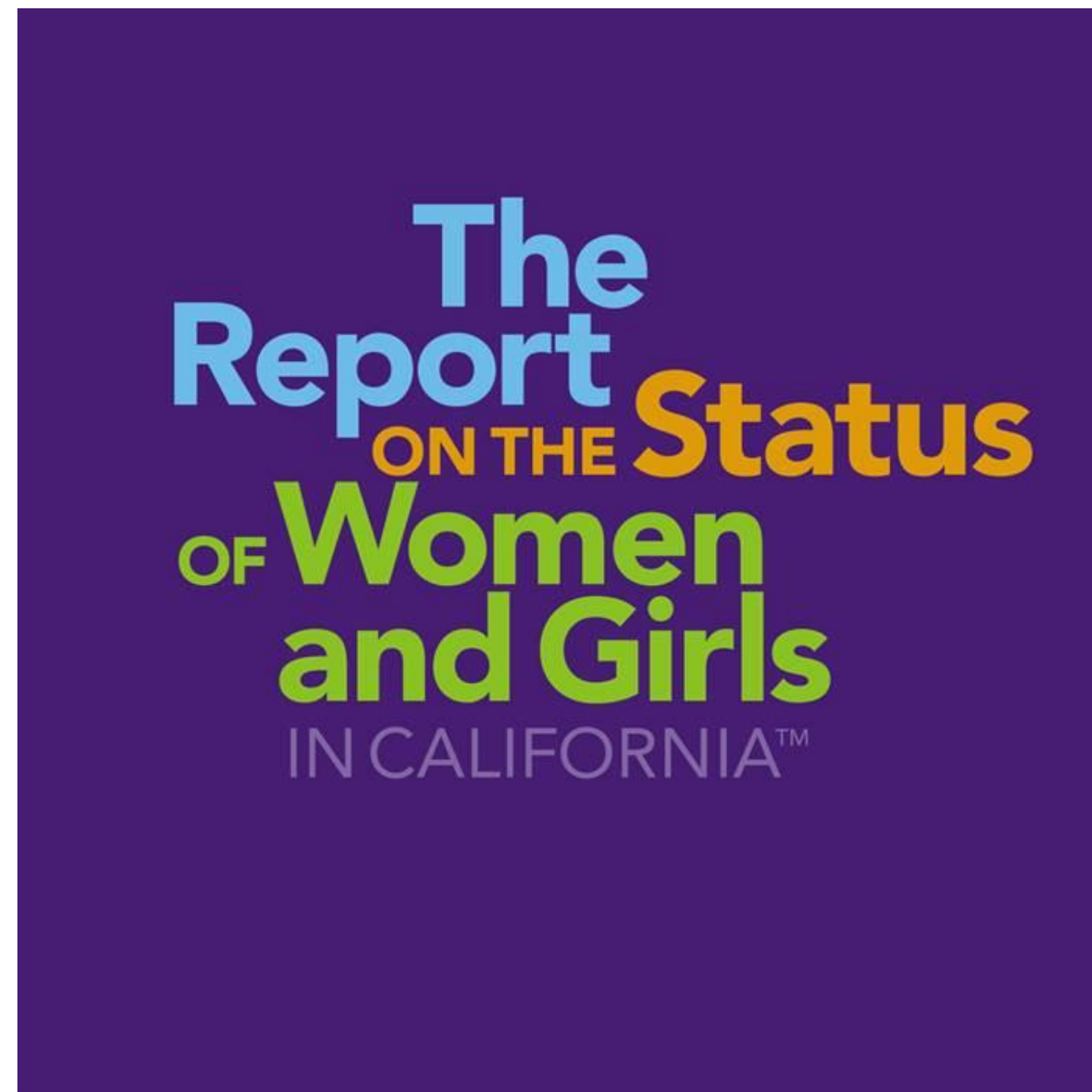


The
Report ON THE Status
OF Women and Girls
IN CALIFORNIA™

2018



Charting Gender Parity in California

EDUCATIONAL ATTAINMENT (held by women)

■ 2016 ■ 2006

GOAL 50%

Bachelor's degree

52%
51%

Master's degree

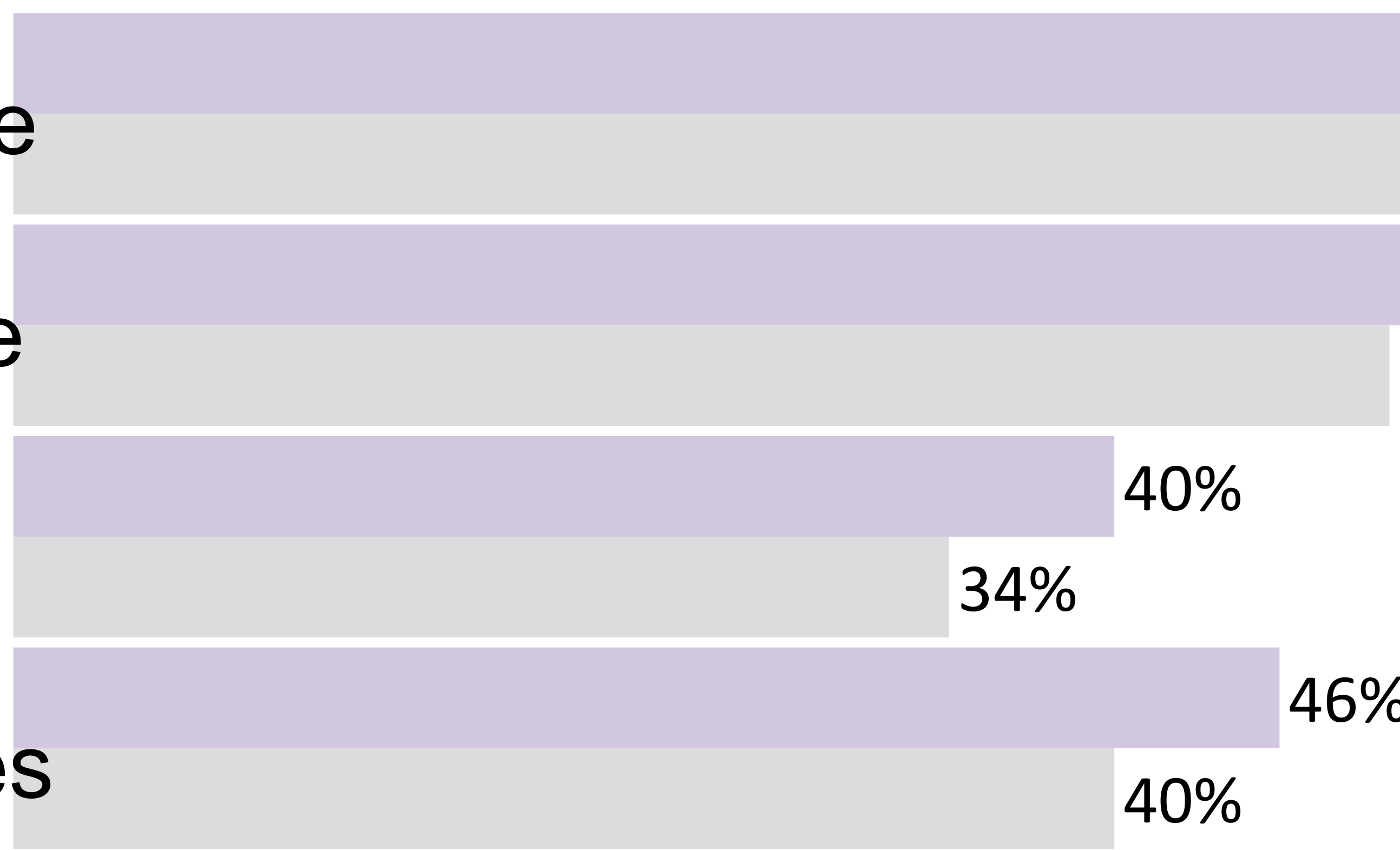
53%
50%

Doctorates

40%
34%

Professional degrees

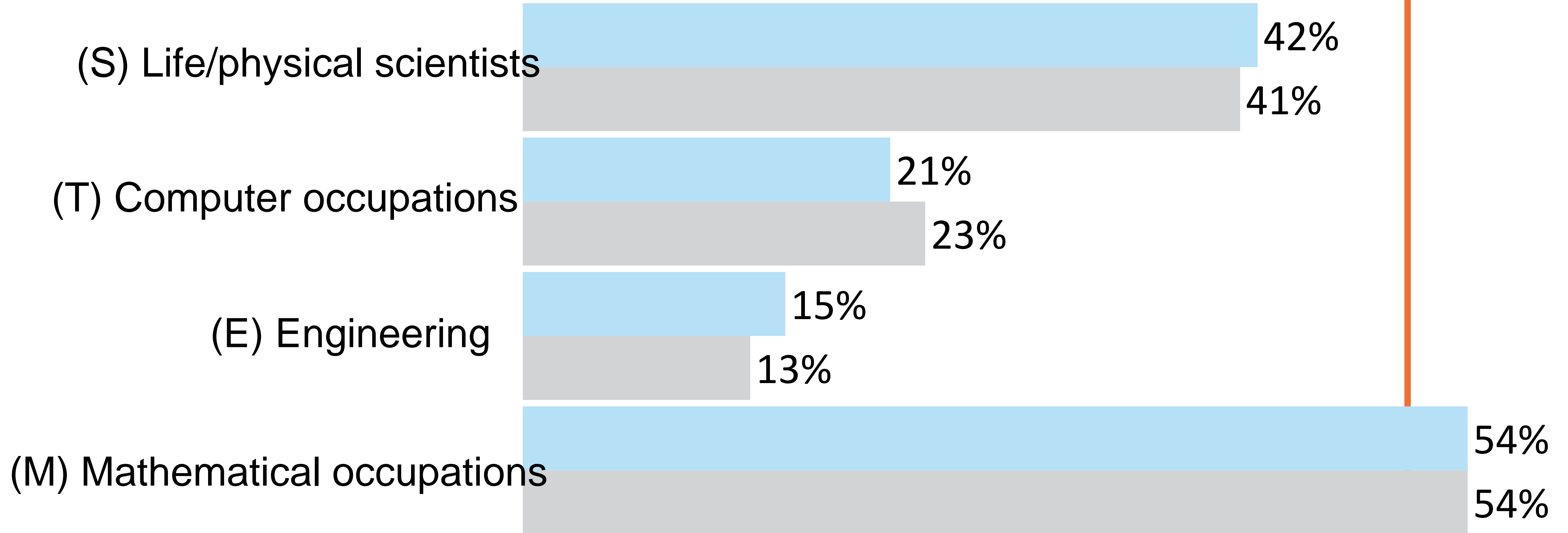
46%
40%



Charting Gender Parity in California

STEM EMPLOYMENT (% women in the workforce)

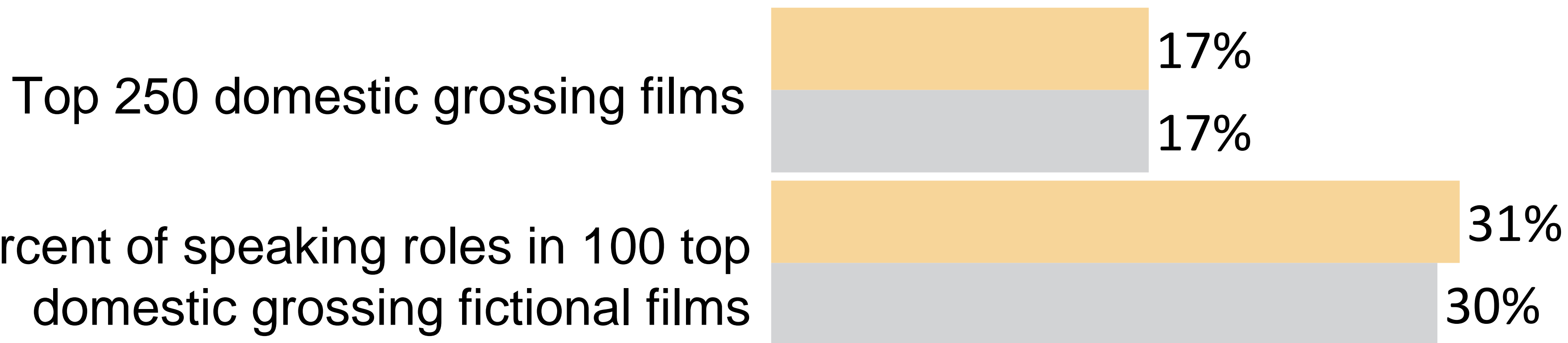
GOAL 50%



Charting Gender Parity in California

WOMEN IN MEDIA

■ 2016-17 ■ 2006-07

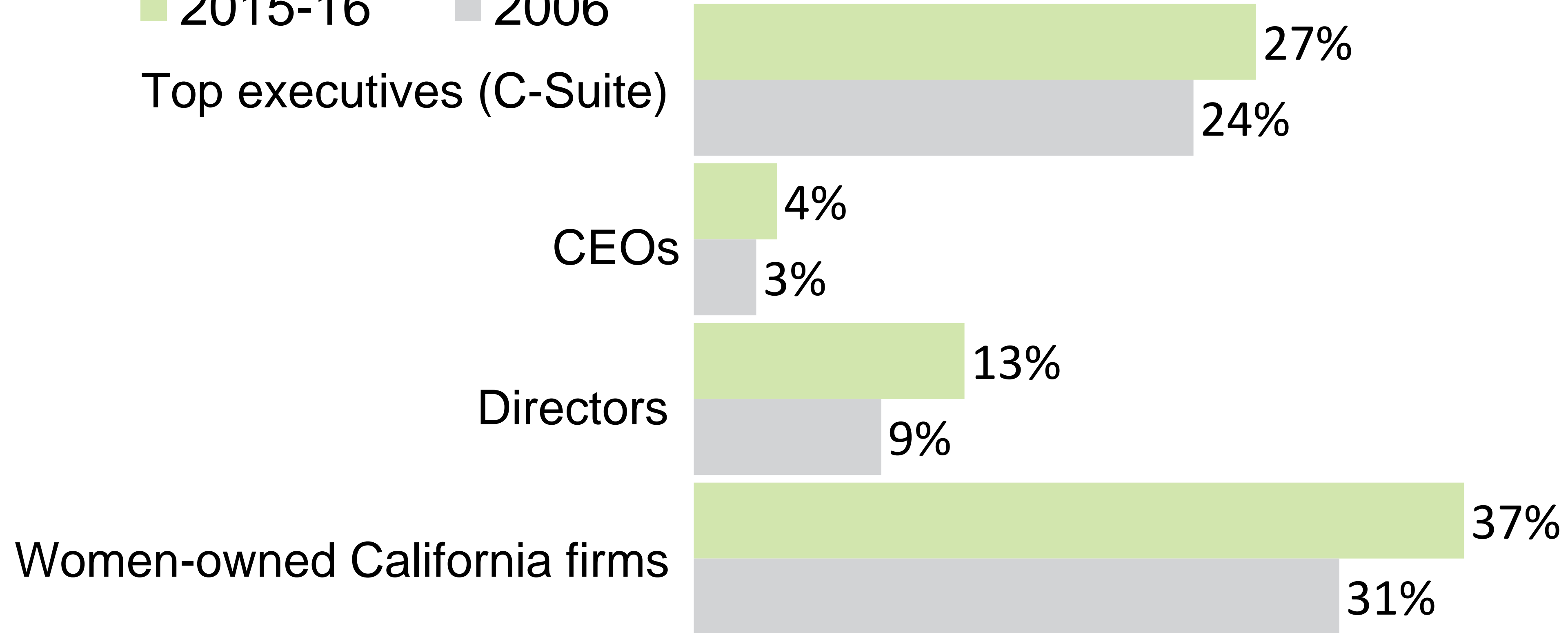


GOAL
50%

Charting Gender Parity in California

CORPORATE LEADERSHIP

■ 2015-16 ■ 2006



GOAL
50%

Charting Gender Parity in California

WAGE EQUITY (full time, year round workers)

■ 2016

■ 2006



GOAL
100%

Charting Gender Parity in California

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

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

Note: The median earnings for white men are \$60,973 (2006) and \$73,737 (2016).

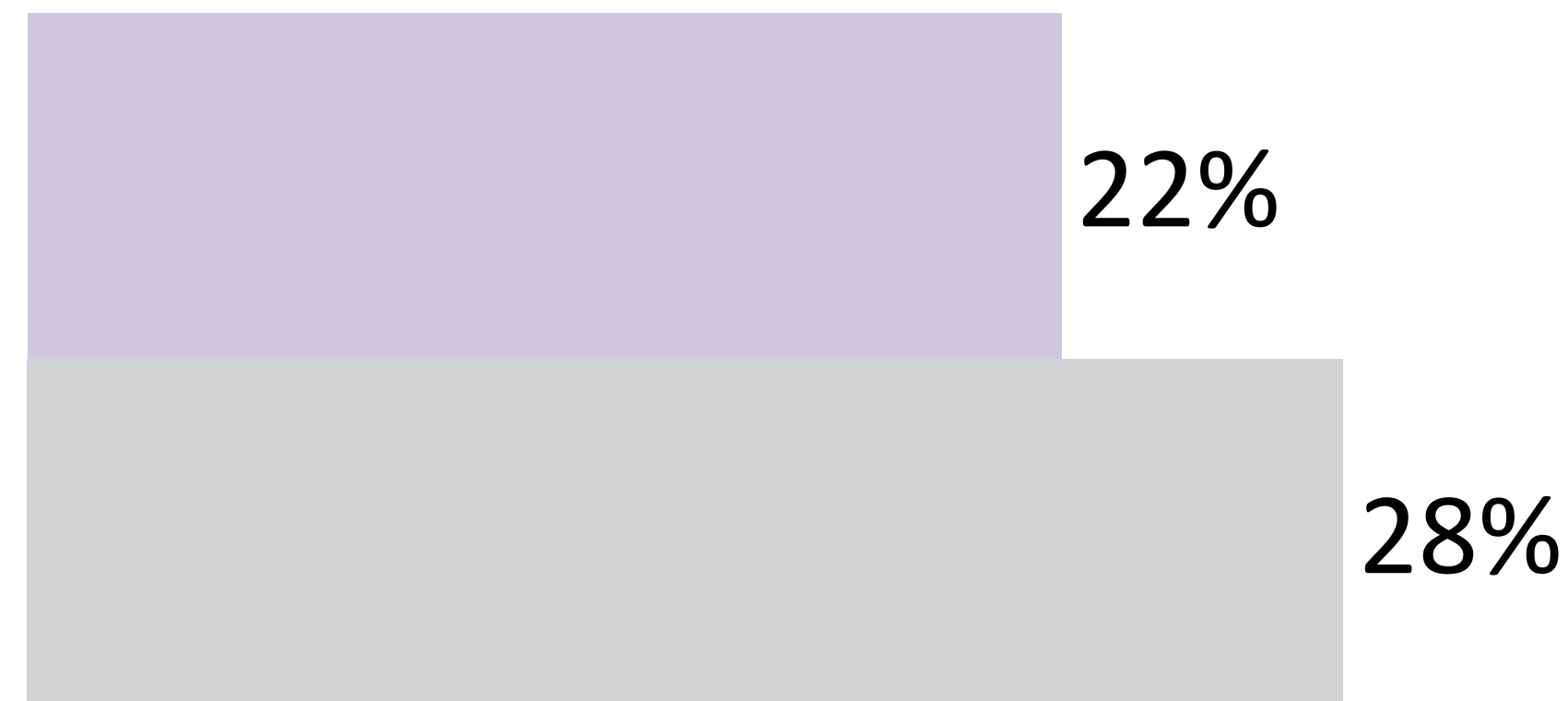
Source: U.S. Census Bureau, 2016 ACS 1-Year Estimates.

Charting Gender Parity in California

STATE GOVERNMENT

■ 2017 ■ 2007

Women in California Legislature
(110 Legislators)



GOAL
50%

What Explains Persistent Gender Inequities?

Gender Role Stereotypes

The Double-Bind

Communal versus Agentic traits

Penalty for Transgressing Gender Role Stereotypes

Stereotype Threat

For more information related to these ideas, or to explore other opportunities, please contact:

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