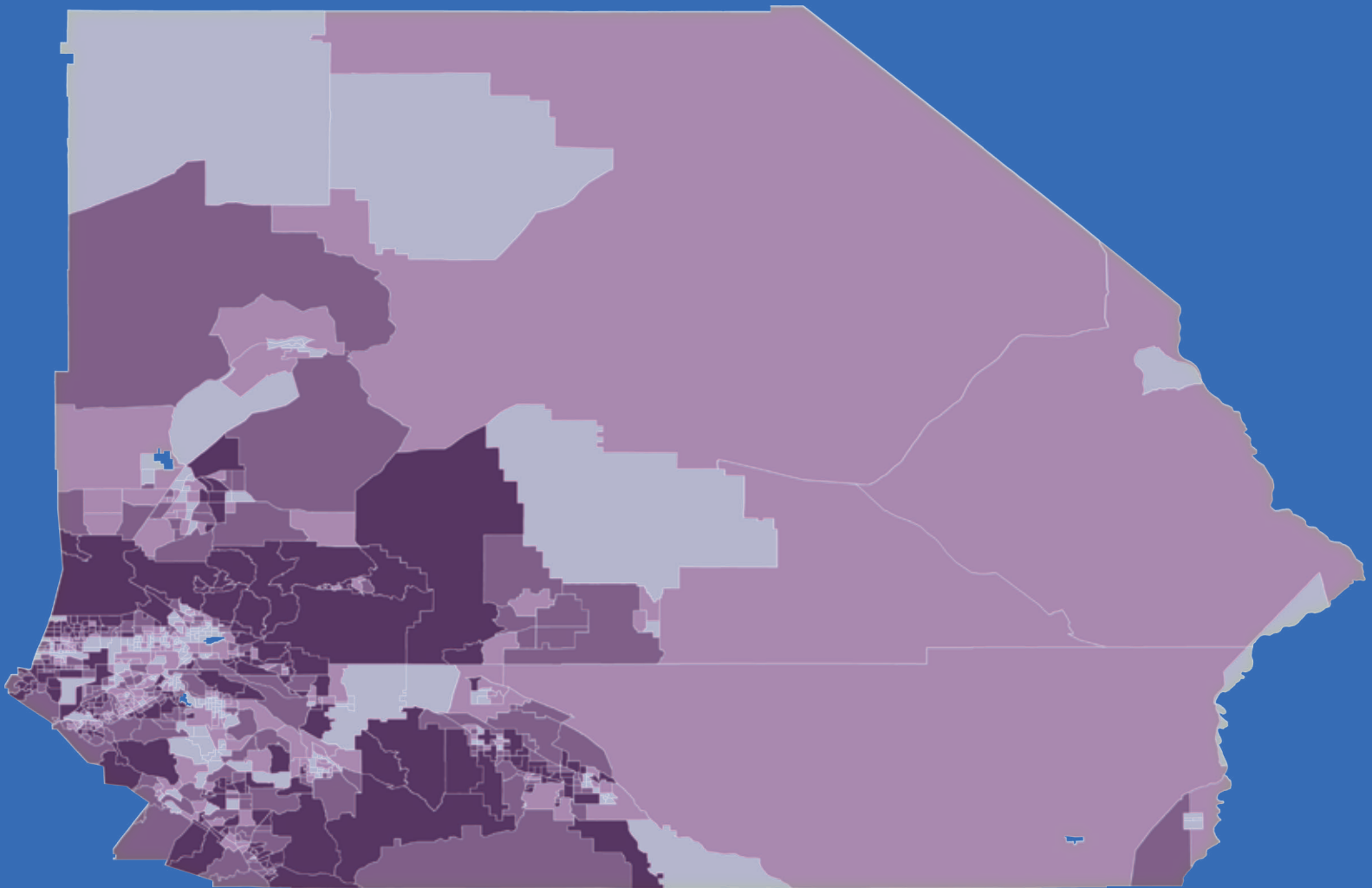

State of Women in the Inland Empire

OCTOBER 2019



PART THREE IN A SERIES



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EXECUTIVE SUMMARY

This report provides an overview of the state of women in the Inland Empire region of Riverside and San Bernardino Counties, a fast-growing area with 2.3 million women. As a historically marginalized group, women in the region, and especially women of color, have faced significant economic and societal challenges, as well as barriers to nonprofit leadership and political representation.

Overall, women in the Inland Empire earn just 68 cents for every dollar earned by men in the region. This gap widens when accounting for race or ethnicity. Native American and Latina women have the largest earnings gaps, making only 36 and 42 cents, respectively, on the dollar when compared to White men. The gender gap also persists within racial and ethnic groups, as women earn less than men of the same race or ethnicity. In addition, rising costs of childcare and other economic challenges make it difficult for women to remain in the workforce, limiting household incomes.

The Inland Empire also has substantial gender disparities in political representation. Women tend to be under-represented, and men over-represented, in nearly every level of elected office. The only exception is with respect to school board members in San Bernardino County, where women have greater representation. While there has been an increase in women running and winning elected office in recent years, much more progress is needed.

With respect to health, women in the region tend to have lower rates of chronic diseases, with the exception of asthma. Women are also more likely than men to report having mental distress within the past year. Additionally, domestic violence call rates are well below the statewide average in Riverside County, suggesting possible gaps in resource availability and awareness.

Several prominent initiatives have emerged to address these challenges. Women's groups and networks have formed to address equal pay, women's safety, and equal political representation. This report contains interviews from local women leaders working in these organizations.

One common thread in these interviews is an optimistic outlook for the region, as nonprofits work more collaboratively to boost the strength of women leaders and organizations. Greater philanthropic investments will be key to ensure the sustainability and growth of these initiatives as well as others.

HISTORY OF WOMEN IN THE I.E.

The fight for women’s equality and equity in the Inland Empire spans many generations. Although women make up roughly half of the population, they have historically been an underserved and underrepresented group. In addition, conclusive research has shown that women of color and LGBTQI+ people experience adversity at even higher levels. From being granted the right to vote in 1920, to ongoing struggles in gaining parity in winning elected office, women have struggled to be equally represented in our democracy. Economically, women continue to battle for equal pay and for seats at the tables of power, in corporate, elected, and nonprofit organizations. In addition to these challenges, women often contend with various health and safety concerns. Despite the challenges of encountering systematic discrimination, women in the region have empowered themselves and achieved significant accomplishments.

From the first nations and tribes that inhabited the region to the present day, women have been on the forefront of social, economic, and political change. In many ways, the history of women is the history of the Inland Empire. Contributions from women have shaped this region, often without proper acknowledgment or credit. While their contributions may be underrepresented in history books, women have spurred economic innovation in the region, and have organized and facilitated political engagement and social change.

Women in Native Tribes & First Nations

The Inland Empire is home to diverse groups of Native American people and tribes including the Alliklik, Chumash, Cahuilla, Gabrielino, Kitanemuk, Serrano, Luiseño, Chemehuevi, Kumeyaay, and Mojave. These groups lived across the region’s deserts, valleys, and mountains dating back to over 10,000 years ago (Patterson 2015).

Many of these tribes were patrilineal, meaning land and status were passed through the male line only. Although these systems did not grant specific rights to women, scholars note that many of these tribes were much more egalitarian than the Spanish colonists who arrived in the Inland Empire years later (Patterson 2015). A notable exception to this trend is the Chumash tribe, which was both matrilineal and matrilineal, meaning that family lineage was traced through women and husbands were to live with their wives’ family. Women and their unmarried children were the core residents of the village. Additionally, the chief and elders were usually women (Patterson 2015).

KEY FACTS

NUMBER OF WOMEN IN THE INLAND EMPIRE

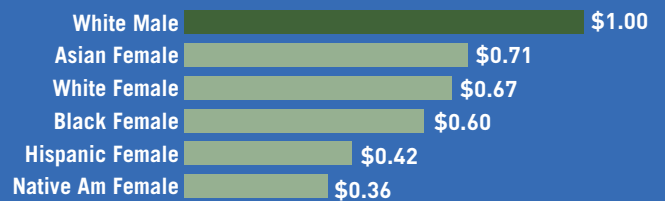
2.32 MILLION

Source: 2018 American Community Survey 1-Year Estimate

EARNINGS GAP, WOMEN TO MEN

\$0.68/\$1.00

RACIAL EARNINGS GAP: WHITE MEN VS. WOMEN



Source: 2017 American Community Survey 5-Year PUMS

WOMEN’S SHARE OF LOCAL ELECTED OFFICES

SCHOOL BOARD: 51%

CITY COUNCIL: 26%

COUNTY LEADERSHIP: 21%

Source: CSI-UCR Analysis of School Board, City, and County Data

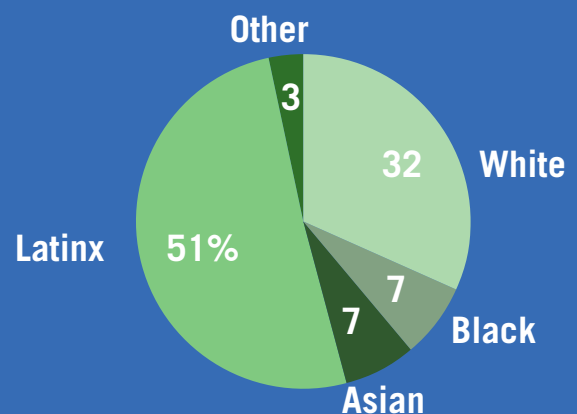
LABOR FORCE PARTICIPATION

WOMEN 45.3%

MEN 67.1%

Source: 2017 American Community Survey 1-Year Estimate

RACE/ETHNICITY OF WOMEN IN THE I.E.



Source: 2017 American Community Survey 5-Year PUMS

From Spanish Colony to Statehood

The Spanish claimed possession of the entire Pacific coast of North America in the 1540s, including present day California. Spanish colonists began inhabiting the Inland Empire in 1769 and quickly generated disputes and conflict with native people over land, labor, and resources (Patterson 2015).

Soon thereafter, Native Americans were coerced to work in Spanish missions, with the intention of converting the tribes to Catholicism and conforming to Spanish societal norms. The missions disrupted native peoples' way of life and contributed to the spread of disease. Native women, in particular, faced very high rates of death and sexual violence (Castañeda 2000).

The period of Spanish rule drastically altered the way native women interfaced in society. The Spanish were patriarchal and created a new class system unfamiliar to native nations. Notably, Spanish women were held in higher regard than native women, but could still not own land and vote under Spanish rule (Patterson 2015).

Over time, women in both groups began to gain power as the center of new multi-cultural family units (Rothschild 2015). In addition, native women gained economic power through the sale of products such as ceramics and other household goods (Rothschild 2015). While women gained some cultural and economic power at this time, they were still excluded politically. Most notably, the Spanish Constitution of 1812 granted citizenship to Spanish men, native men, and some Black residents. Women were barred from various rights guaranteed through citizenship, making their economic and political advancement extremely difficult (Patterson 2015).

In 1821, the Mexican War of Independence gave Mexico (including present-day California) independence from Spain. Under Mexican control, women living in the region were still not granted the right to vote. The outbreak of the Mexican-American War in 1846, shifted the region back into war and hostility. After a series of defensive battles in Southern California, the Treaty of Cahuenga was signed by the Californios on January 13, 1847, securing American control in California. Later, under the later Treaty of Guadalupe Hidalgo in 1848, Mexico formally ceded Alta California and other territories to the United States.

California became a state in 1850, and thanks to the Gold Rush, saw an increase of immigrants and migrants from all over the world. Most of the new arrivals were men: the 1850 Census found that 7,017 women and 85,580 men were living in California at the time (Fischer

1978). These gender disparities increased the risk for violence and assault, especially for native women and other women of color (Fischer 1978). Historical records from the time primarily account for the lived experiences of wealthy white women excluding the voices, stories, and history of other groups (Castañeda 1990, 1992; Rothschild 2015).

Chinese American women faced particular challenges in California, and were the leading edge of Asian immigrant exclusion. Chinese immigrants had arrived in significant numbers to California, first during the Gold Rush, and subsequently under the Burlingame Treaty of 1868 to work on the transcontinental railroad (Williams 2018, Colbern and Ramakrishnan forthcoming). These immigrant workers often could not afford to bring their wives and families with them. Anti-Chinese sentiment in California was very strong, particularly among white labor activists. In 1875, the United States bowed to pressure from California nativists and passed its first national immigration law, the Page Act, which effectively prohibited the entry of Chinese women into the United States (Luibheid 2002). Ultimately, all Chinese immigrants were banned under the Chinese Exclusion Act of 1882. National bans on other Asian immigrants soon followed. It was not until 1943 that the Chinese Exclusion Act was repealed. Only after 1965 were all restrictive quotas on Asian migration lifted.

Meanwhile, the population disparity between men and women declined and, by 1890, more women began to participate in the local economy. California experienced a population boom, which ultimately led to labor disputes over a stretched labor force unable to keep pace with growing demand for the construction of new houses, stores, and towns (Patterson 2015). As more women entered the workforce, they began to demand better conditions and equal pay. One of the strongest labor unions in the region was the Women's Union Label League, a union comprised of garment workers (Patterson 2015). Local unions in Southern California participated in boycotts, strikes, and rallies for better working conditions and the right to vote.

Women suffragists finally gained the right to vote in 1911, fifteen years after their first referendum defeat in 1896. Notably, however, the state of California granted women the right to vote 9 years before rights were granted to all women at the federal level. Small towns in Southern California in particular, played a key role in delivering this victory. Women's organizations created a strategy to reach out to the state's small towns, specifically in Southern California. They distributed over three million pieces of literature and over 90,000 Votes for

Women buttons in the region (Silver 1995). Many larger urban areas in the North voted against female suffrage, but as votes came in from the small towns and valleys the majority shifted to yes (Silver 2015). While the population was small, the Inland Empire played an essential role in granting women in California the right to vote.

Although women were granted the right to vote, immigrants and women of color in California still faced significant discrimination. The California Alien Land Law of 1913 prohibited “aliens ineligible for citizenship” from owning agricultural land or possessing long-term leases, but permitted leases lasting up to three years. The law mainly affected Chinese, Indian, Japanese, and Korean immigrant farmers in California. The 1920 Alien Land Law was passed in reaction to the intensification of anti-Japanese sentiment, and to the fact that the 1913 Alien Land Law was doing little to stem Japanese immigration to California. A sizable portion of Indian men married Mexican-American women during this time and leased land in their wives names in order to hold onto land rights. California’s alien land laws were finally invalidated in 1952, when the state’s supreme court struck them down in its *Sei Fujii v. State of California* ruling because they violated the Fourteenth Amendment’s equal protection clause.

During World War I, various groups of women saved the Inland Empire agricultural industry from destruction. After 1918, the region’s farms were threatened by the loss of men away fighting the war. The Women’s Land Army was soon formed, and women from all over Southern California came to work in the fields and packinghouses (Patterson 2015). In addition, the Women’s Land Army demanded an eight-hour workday and equal pay for women.

In 1920, women gained the right to vote across the country. After this victory, more women started occupying spaces previously held by men. For example, Julia Morgan, an architect and the first woman to graduate from UC Berkeley with a degree in civil engineering, was commissioned to build the YWCA building in Riverside (Summons 2014). In 1929, Morgan’s design was built and still stands today as the Riverside Art Museum. Although Morgan faced pressure to change her design from local businessmen, she persisted and eventually gained recognition and fame for her designs across the state (Summons 2014).

During World War II many women in the region filled the gap left by men in agriculture and other industries. It is important to note that part of this workforce gap was due to the internment of thousands of Japanese-American

PROFILE

ANA

Organization: Women in Tandem

Position: Owner/CEO

Ana Lee is the owner and CEO of Women in Tandem (WIT), an organization providing a workspace for women to connect and work in downtown Riverside. Ana notes that market research indicates a primary issue for women entrepreneurs is lack of community. WIT attempts to address these issues by providing a tailored space for women to interact and connect.

Increasing political representation and promoting civic engagement is essential to the ideals of the organization. For example, currently two WIT members are running for political office. In addition, WIT will be partnering with The Community Foundation on Census 2020 outreach efforts.

Ana notes that women mentors have been “extremely valuable” in her career. She recognizes the importance of having mentors from various professions that also align with one’s personal values. These mentors are essential for feeling empowered and comfortable in the workplace. As a female entrepreneur, Ana sees women sometimes struggling to be taken seriously and constantly having to prove themselves to colleagues and investors. She also notes it can be difficult to secure funding resources from male-dominated investment groups, who do not fully comprehend the need for a space like WIT.

Ana believes that women are facing multi-level challenges in the region, depending on their various identities including racial and ethnic backgrounds. Highly educated women face the challenge of gaining access to upper management and executive positions. Women with lower socioeconomic status face challenges associated with childcare and lack of career flexibility.

Ana suggests some opportunities for addressing these barriers including: corporate boards hiring more women, raising awareness of these issues (especially with local legislators), and creating more organizations that listen specifically to women. Organizations like the IE National Association of Women Business Owners, IE Women’s Business Council, and the Riverside Chamber of Commerce have all helped to expand local conversations and collaboration in the region.



Source: Thomas Holgum/HIGHLANDER

PERSIST CONFERENCE AT UC RIVERSIDE

After Hillary Clinton's electoral loss in 2016, many students and staff at the Women's Resource Center at UC Riverside (WRC) felt disempowered. The WRC hosted a lunch for students the day after the 2016 election which became the inspiration to create the Persist Women's Political Engagement Conference in 2017, which is the first and only event of its kind in the Inland Empire.

WRC Director Denis Davis stated in a 2017 interview that, "The main goal of the conference is to get women more interested in all aspects of government, whether it's running for office, working for an elected official or a nonprofit organization, or just being an everyday activist who engages with political and social issues on a regular basis."

This innovative conference is inclusive and understands the importance of intersectional identities, serving multiple under-represented groups. "Women of color and the LGBTQ community are tremendously underrepresented at every level of government, so UCR provides an ideal setting to get more of these minoritized communities engaged and connected to resources to help them lead," said Davis.

The Persist conference is open to members of the public of all gender identities, and hosts various local, state, and federal representatives as speakers and participants. The third annual conference will be held in November 2019 and will feature California State Senators, women holding local office, non-profit CEOs, political organizers, the first undocumented woman from the Inland Empire to go to law school, and many others. Women interested in running for office, working for an elected official or a non-profit, becoming a lobbyist, media professional, consultant or activist can explore further opportunities for engaging in the political arena.

Organizers view the networking and collaborations emerging from the conference as essential for empowering young women to represent and lead, in the Inland Empire and beyond. This is particularly important for women of color, who face even greater disadvantages and barriers to representation at various levels.

icans in camps, including women and children. In the Inland Empire and other parts of Southern California, Latinas and other women of color were essential to the wartime economy (Rivas-Rodriguez 2014). As servicemen returned home from World War II, employment opportunities for women and especially women of color declined significantly. Post-war reconversion efforts lead to the firing of most Latina and African American women, followed by intense social pressures for women

of all races to leave the workforce and return to domestic lives (Rivas-Rodriguez 2014).

Women's Movement & Political Activism

Beginning in the 1960s, Southern California saw an increase in women's social movement activities in the areas of women's health, women in higher education, feminist arts movements, and women's labor (Patterson 2015). This social activism was an organized response to widespread discrimination, including racial discrim-

ination. Marches and demonstrations demanded equal access, opportunity, and representation, the same demands women fight for today.

Many of these social movements were based out of institutions of higher learning. For example, the Women's Resource Center at UC Riverside was founded in 1973 with the goal of providing a space for women, for referrals, educational programs, speakers and services.¹ This period also saw the creation of the Center for Gender Justice at the University of Redlands and the Women's Resource Center of Cal State San Bernardino. These institutions still serve women today and provide a safe space to build community and promote equality.

Although these positive movements were happening on college campuses, women were still struggling to gain power. For example, it took 126 years before Key Ceniceros became the first woman to serve on the Riverside Planning Commission and on the Board of Supervisors in 1980 (Horseman 2019). Mrs. Ceniceros was a trailblazer for women in local politics. Her legacy is one of inclusion and collaboration across party lines.

In recent years, women have been getting more politically engaged both locally and statewide. The Women's March on January 21, 2017 was the largest single-day protest in U.S. history, drawing around 4 million participants. Several cities in the Inland Empire held protests that day, including Hemet, Ontario, Palm Desert, Palm Springs, Riverside, San Bernardino, and Yucca Valley (Chenoweth and Pressman 2017). These protests also spawned significant electoral change. The 2018 elections set a record in the United States for the number of women running for office, the proportion of female donors (Levine and Kleiner 2017), and a record number of women winning elected office (Zhou 2018).

WOMEN AND INTERSECTIONALITY

There are many identities that encompass the label of "woman." The term intersectionality, coined by Kimberlé Crenshaw (1990) is the concept that individuals often find themselves at the intersection of multiple identities including factors such as race, class, and immigration status. Each of these identities may have a different relationship to power, privilege, oppression and marginalization. Due to these various identities, experiencing life as a woman may differ drastically for each individual. For example, the life experiences of White women and women of color are remarkably distinct.

This report explores the intersection of gender with race and socioeconomic status to better understand the circumstances in which women in the Inland Empire

thrive and the challenges they face. Although this report makes the comparison between men and women, there are also important differences to note between different groups of women. For example, according to data from the American Community Survey, 11% of women in the Inland Empire are disabled and face additional discrimination and challenges. In addition, there is a lack of data on certain marginalized groups, including transwomen and gender nonconforming persons, that create difficulty in data analysis.

Employing intersectionality provides a framework to better understand the progress and challenges of groups like transwomen, lesbians, disabled women, immigrant women, women of color, and more. Using this lens, we can better understand complex social relations in our region, and advocate for improved data collections that can lead to policies and investments that are more effectively tailored to specific populations.

ECONOMIC WELL-BEING

Creating a more inclusive economy starts with creating an environment that supports women and their participation in the labor force.

LABOR FORCE PARTICIPATION & UNEMPLOYMENT

According to data from the American Community Survey (ACS), 45.3% of working age women in the Inland Empire are participating in the labor force, compared to 67.1% of men. These participation rates are lower for women in both Riverside and San Bernardino counties than in the rest of Southern California² and statewide (pg. 9). This discrepancy could partially be due to women providing unpaid family care-giving outside of the labor force. By contrast, among those who do participate in the labor force, the unemployment rates for men are higher than for women in each region analyzed. This pattern may be due to the greater selectivity in labor force participation among women in the region.

Differences in Race & Ethnicity

Among women, the percentage of unemployed women in the labor force varies widely by race and ethnicity and region. For example, Black women in Riverside County have the highest unemployment rate at 6.6%, while Asian women in Riverside County have the lowest at 1.5% [pg. 9]. These racial and ethnic differences hold true across regions, and highlight the possible effects of employment discrimination by race. As prior studies have shown, people of color, and African Americans in particular, face significant discrimination in the labor market that create barriers to gainful employment (Bertrand and Mullainathan 2004). Finally, the data

show a higher rate of unemployment among Latinas in the Inland Empire (5.2%) when compared to the rest of Southern California (3.8%) or statewide (4.2%).

Women with Disabilities

Women with disabilities face additional barriers in the labor force (Longhi and Platt 2008). In the Inland Empire, men and women living with disabilities face very low labor participation rates. Analyzing 2017 ACS 5-Year PUMS data by gender, women in the I.E. with disabilities have a labor force participation rate of 19% (pg. 13). By comparison, the rate among non-disabled women is three times higher, at 57%. These gaps are slightly larger than the labor force participation gaps between disabled and non-disabled men (25% versus 70%, respectively), and are similar to those found in the rest of Southern California and statewide.

Unemployment rates for disabled women who are in the workforce are the highest in Riverside County at 16.4%. While there is some variation among regions, the lowest unemployment rate for disabled women is 12.7% in the rest of Southern California. These data point to the need for state and local policy makers and employers to strengthen efforts to hire, support, and retain workers with disabilities.

EARNINGS AND INCOME

Although a variety of factors can affect income and earnings, studies have shown that racial and gender stereotypes often contribute to inequity (Altonsi and Blank 1999). In the Inland Empire, women earn \$0.68 for every dollar made by men, and the picture improves somewhat when we consider the earnings only of full-time, year-around employees where women earn \$0.82 for every dollar earned by full-time male workers.

Digging deeper into gender gaps by race and ethnicity, we find even more troubling patterns (pg. 9). According to data from the American Community Survey (ACS), all women trail the median earnings of white men in each of the regions analyzed. For example, Latinas in the Inland Empire make 42% of the median earnings of White men (pg. 11). This kind of pay disparity can have dire consequences for the local economies of both Riverside and San Bernardino County, given that Latinas make up the majority of female residents in the region (pg. 3). At the same time, this kind of earnings disparity is smaller in the Inland Empire than it is in the rest of Southern California or statewide, where the Latina earnings gap with White men is 35 cents to the dollar.

The greatest earnings disparity among women in the Inland Empire can be found among Native American

women, who earn only 36 cents for every dollar earned by White men. Comparable statistics for Native American women are better in the rest of Southern California (52 cents) and statewide (46 cents to the dollar). Native Hawaiian and Pacific Islander women also have relatively low earnings, making only 56 cents to the dollar earned by White men in the region. In Riverside County, the earnings disparity is even worse than in San Bernardino County (pg. 9). Next, Black women in the Inland Empire earn about 60% of the earnings of White men, and these gaps are lower than the earnings disparities found in the rest of Southern California or statewide.

Finally, Asian American women in the Inland Empire tend to have the smallest earnings disparities, making 75% in relation to White men in San Bernardino County and 67% in relation to White men in Riverside County. Indeed, Asian American women in the region seem to be faring better than White women with respect to earnings. As we shall see, however, much of this pattern is due to the comparatively high levels of bachelor's degree attainment among Asian American women in the region.

Analyzing data over time, the earnings of all groups have improved since 2000, except for Latinas. For example, Latinas in Riverside County earned \$0.47 in income for every dollar earned by White men, and 17 years later they made only \$0.39. Even when accounting for differences in educational attainment, Latinas still have a larger income gap in 2017 than they did in 2000 at every educational level.³

EDUCATIONAL ATTAINMENT

Educational attainment bears a significant relationship to earnings and income, and data from the American Community Survey reveal stark racial differences in educational attainment among women in the Inland Empire, and varying gender disparities in educational attainment within each group (pg. 10).

Asian American men and women in the Inland Empire are those most likely to have a bachelor's degree or higher (48% and 47%, respectively), followed by White men (30%) and White women (27%). Four-year college attainment in the region is similar for Black women (25%), but it is much lower for Latinas (11%) and Native American women (10%). Importantly, the gender gap in education is reversed among Black and Hispanic residents, where women are more likely to have completed a college degree than their male counterparts.

Finally, higher education reduces the earnings gap between women of color and White men in the region,

Data Snapshot

LABOR FORCE PARTICIPATION RATES FOR MEN & WOMEN

	INLAND EMPIRE	RIV COUNTY	SB COUNTY	REST OF SO CAL	CALI-FORNIA
Women	45.3%	45.1%	45.5%	50.9%	55.1%
Men	67.1%	67.4%	66.7%	71.7%	69.8%

Source: 2017 American Community Survey 5-year estimates

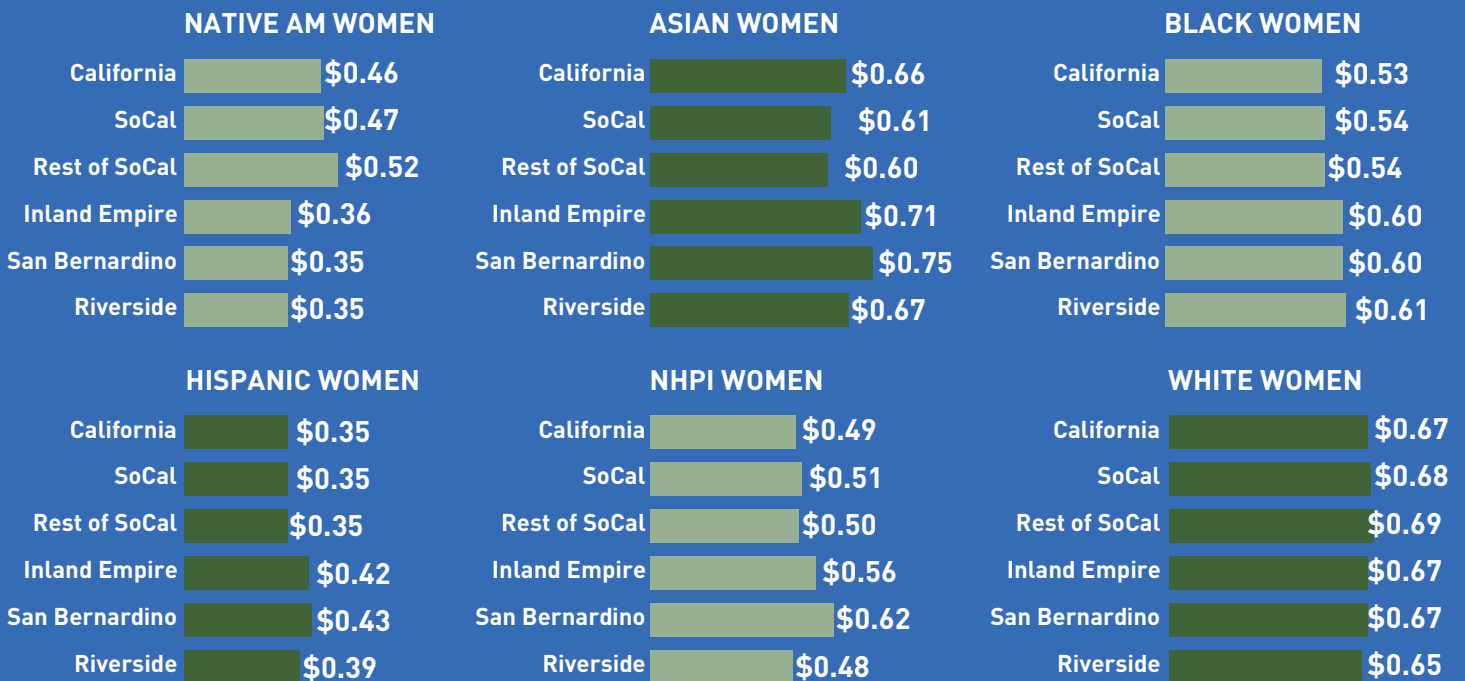
WOMEN'S UNEMPLOYMENT RATES BY RACE

	INLAND EMPIRE	RIV COUNTY	SB COUNTY	REST OF SO CAL	CALI-FORNIA
White	2.8%	2.4%	3.3%	2.6%	2.5%
Black	5.2%	6.6%	3.9%	5.0%	5.0%
Latina	5.2%	5.3%	5.1%	3.8%	4.2%
Asian	1.6%	1.5%	1.8%	2.2%	2.2%

Source: 2018 American Community Survey 1-year estimate

EARNINGS GAPS BY GENDER AND RACE

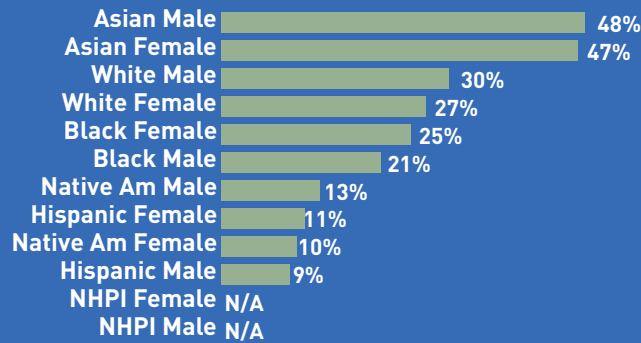
WOMEN SHARE OF WHITE MALE MEDIAN EARNINGS IN THE SAME GEOGRAPHY



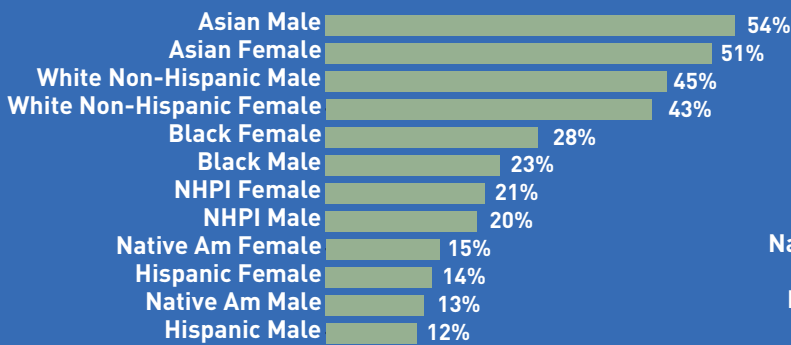
Source: 2017 American Community Survey 5-year PUMS

BACHELORS OR HIGHER EDUCATIONAL ATTAINMENT, BY RACE & GENDER

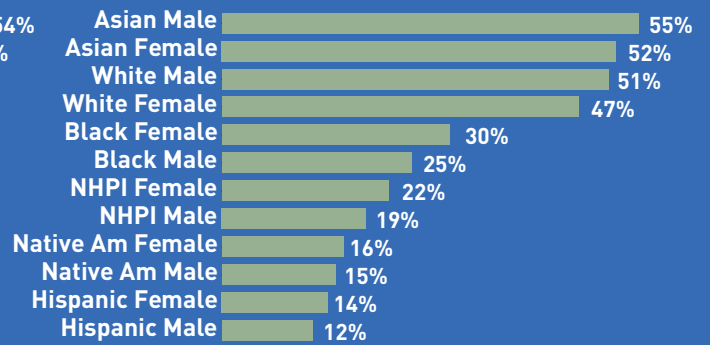
INLAND EMPIRE



STATE OF CALIFORNIA



REST OF SOCAL

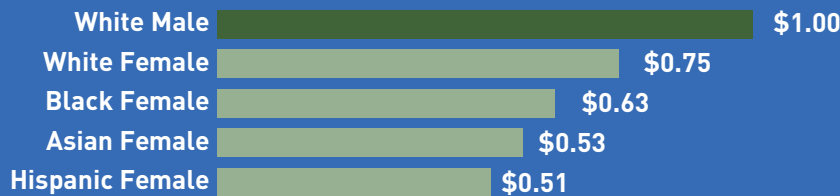


Source: 2017 American Community Survey 5-year PUMS

EARNINGS GAPS IN THE INLAND EMPIRE BY GENDER, RACE & EDUCATIONAL ATTAINMENT

Inland Empire Income Gap by Race & Educational Attainment

HS OR LESS



SOME COLLEGE OR AA

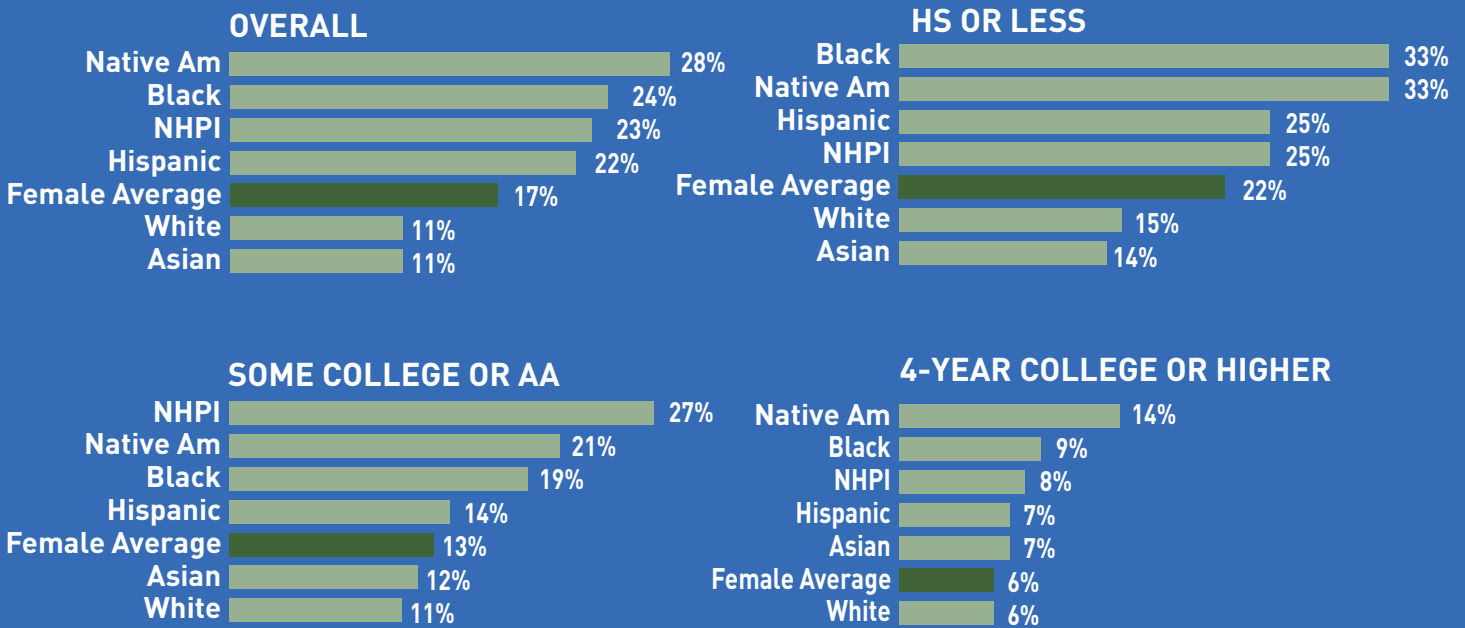


4-YEAR COLLEGE OR HIGHER



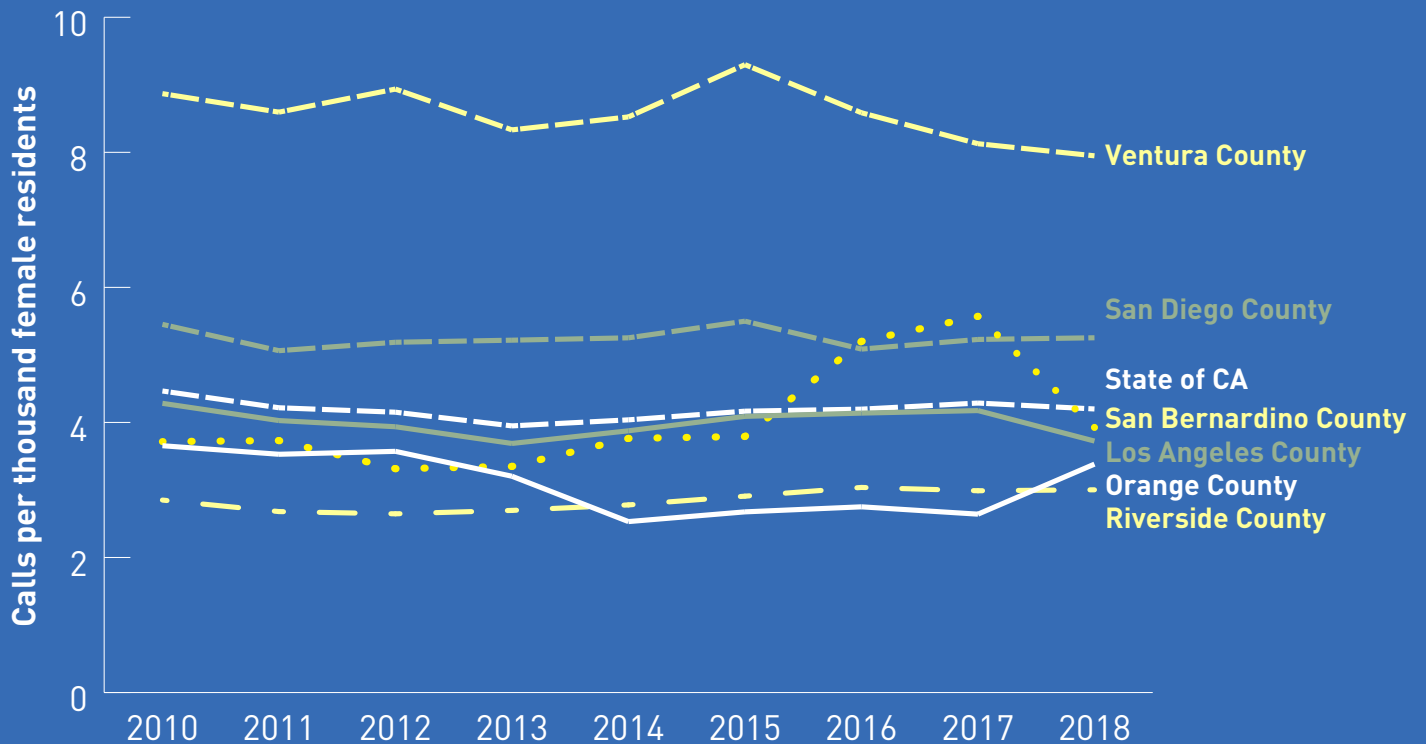
Source: 2017 American Community Survey 5-year PUMS

FEMALE POVERTY RATES BY RACE & EDUCATIONAL ATTAINMENT, INLAND EMPIRE



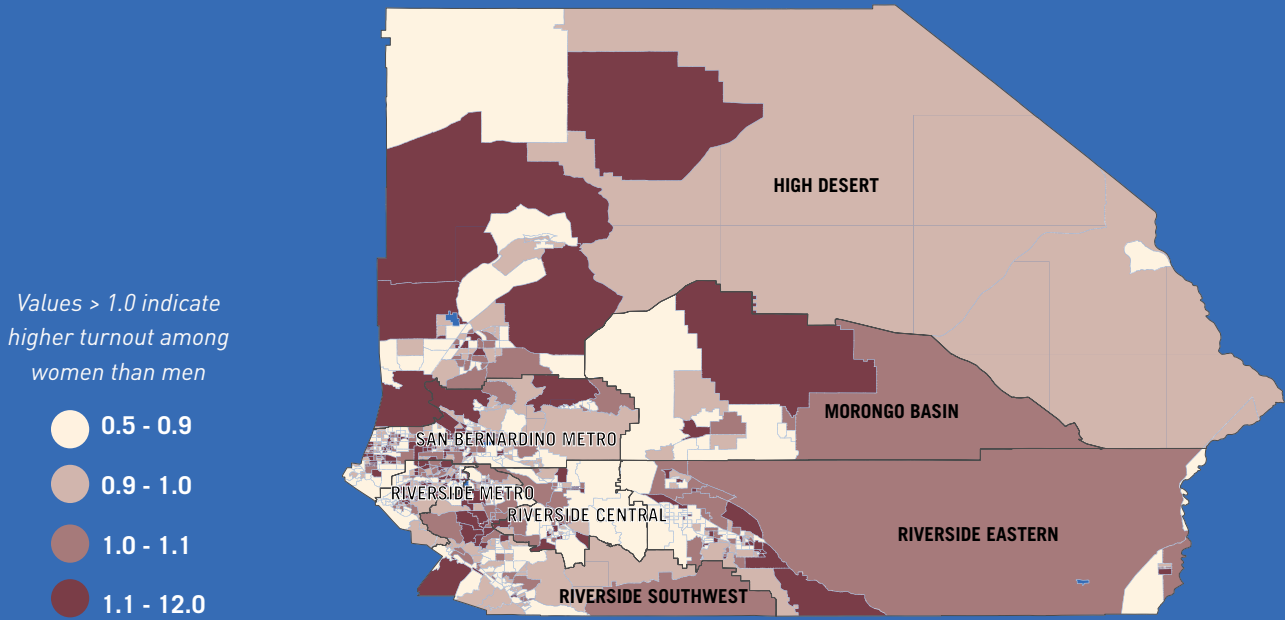
Source: 2017 American Community Survey 5-year PUMS

DOMESTIC VIOLENCE-RELATED CALLS FOR ASSISTANCE



Source: Data from by the California Department of Justice, OpenJustice

WOMEN TO MEN VOTER TURNOUT RATIO IN 2018 GENERAL ELECTION



Source: CSI-UCR analysis of voter file, California Secretary of State

STATE REPRESENTATION

	INLAND EMPIRE	RIV COUNTY	SB COUNTY	REST OF SO CAL	CALI-FORNIA
Men	73% (1.45)	78% (1.55)	69% (1.38)	62% (1.23)	71% (1.41)
Women	27% (0.54)	22% (0.44)	31% (0.61)	38% (0.76)	29% (0.58)

Representation Parity Index in parentheses

Source: CSI-UCR analysis of data from California State Senate, California State Assembly

LOCAL REPRESENTATION

		School Boards	City Councils	County Electeds
RIVERSIDE COUNTY	Men	55% (1.10)	70% (1.40)	90% (1.80)
	Women	45% (0.89)	30% (0.59)	10% (0.20)
SAN BERNARDINO COUNTY	Men	44% (0.88)	80% (1.58)	67% (1.33)
	Women	56% (1.11)	20% (0.41)	33% (0.66)
INLAND EMPIRE	Men	49% (0.98)	75% (1.49)	79% (1.57)
	Women	51% (1.01)	25% (0.50)	21% (0.42)

Representation Parity Index in parentheses

Source: CSI-UCR Analysis of School District, County, and City Data

FOR MORE DATA AND INFORMATION, VISIT [SOCIALINNOVATION.UCR.EDU/RESEARCH](https://socialinnovation.ucr.edu/research)

but it does not eliminate them (pg. 10). Even among college-educated females, White women only earn 75% of White men with comparable education, and the figures are even lower for Asian American and Black Women (71% each), and lowest for Latinas at 58%. These data point to a troubling set of racial disparities in earnings, even among women with college degrees.

OCCUPATIONAL DIFFERENCES

The economic well-being of women is also affected by the variation of occupations between men and women. Certain occupations may have higher or lower income equality. As the average occupation income increases, so too does the gender disparity in earnings. For example, women and men working in the lower-paying “community and social services” sector have a small earnings gap. On the other hand, the largest gender disparities appear to be at the top of the occupation scale including professions like doctors, lawyers, and engineers. These patterns in the Inland Empire generally follow those in the rest of the state. Finally, a significant gender gap in earnings is prevalent in production, transportation, and material moving occupations which includes the logistics and warehouse sectors that have provided the bulk of new job growth in the region since 2000 (Shearer et al. 2019).

AFFORDABLE CHILDCARE

The links between access to child care, parental employment, and overall economic well-being are becoming increasingly important as child care costs rise. Affordable and reliable child care is essential for single-mothers providing for their families. For millions of women, child care insecurity can mean working fewer hours, taking a pay cut, or leaving their jobs altogether. Child care challenges can become a barrier to work, especially for mothers, who disproportionately take on unpaid caregiving responsibilities when their family cannot find or afford child care (Parker, 2015).

Data from the Regional Market Rate Survey from the California Department of Education states the average monthly cost for childcare in Riverside County is \$861.32 or 25% of the median monthly income of a woman working in Riverside County. Additionally, the average cost of infant care in Riverside County is \$1,159.78 a month, higher than the average monthly rent for female adults. Together the average cost of infant care and monthly rent would make up 66% of the median monthly income for women in Riverside County. This extraordinary cost hinders long-term savings efforts and is a barrier for building wealth. While child care costs are lower in the Inland Empire than in the

PERCENT OF I.E. WOMEN IDENTIFYING AS LESBIAN, GAY, OR TRANSGENDER

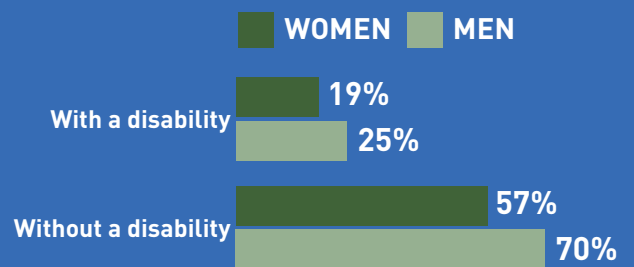
1.6%

Source: California Health Interview Survey

PERCENT OF INLAND EMPIRE WOMEN WHO ARE DISABLED

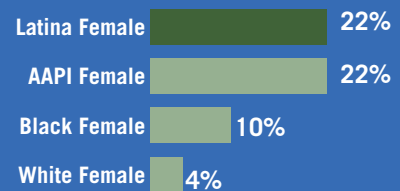
11%

LABOR FORCE PARTICIPATION AMONG INLAND EMPIRE WOMEN



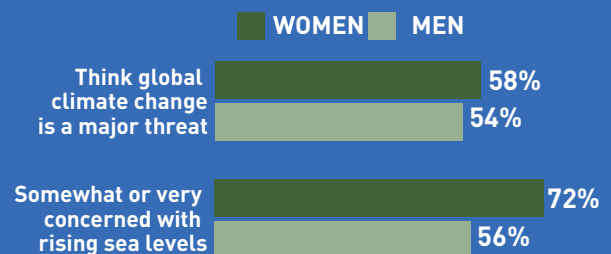
Source: 2017 American Community Survey 5-year PUMS

WORRIED ABOUT FAMILY MEMBER DEPORTED



Source: CSI-UCR/SCNG Fall 2019 Survey

GENDER GAP IN ENVIRONMENTAL ATTITUDES



OPINION ON COLLEGE AND UNIVERSITY HANDLING OF SEXUAL ASSAULTS ON CAMPUS



Source: Public Policy Institute of California Statewide Surveys

PROFILE

ANAIS

Organization: IGNITE National
Occupations: Fellow

Anais Franco currently has a fellowship with IGNITE National, an organization that encourages young womxn to become the next generation of political leaders. As a nonpartisan nonprofit organization, IGNITE National focuses on building political ambition in high school and young college womxn. Anais believes one of the prominent issues facing womxn in the Inland Empire is lack of political representation.

IGNITE encourages professional development within their organization by teaming up with local organizations for training, civic engagement activities and guest speakers. They collaborate with various partners, including UC Riverside, and currently have an IGNITE chapter on campus.

Women mentors have been “very powerful and influential” in Anais’s life. She was particularly encouraged to become politically involved by the Persist Conference sponsored by the Women’s Resource Center at UCR. As an undergrad at California State University, San Bernardino, Anais notes that she did not speak up enough in many of her political science courses. Professionally, she believes that a lot of women struggle with impostor syndrome and feel discouraged to speak up against the status quo. Women of color feel like they do not belong in spaces dominated by white men. “Many young womxn may be leaders, but they feel like they do not belong and that can diminish the strength of their political voices.”

Anais contends that economic injustice and equal pay are some of the most important challenges womxn face in our region. She adds that this struggle is even more difficult for womxn of color, who face further discrimination and hardship. She believes that access to education is the barrier, but collaboration amongst various levels of government can be the solution.

Her outlook for the future is generally positive as she has witnessed movements arise on issues like equal pay and political representation. Participating and helping increase the number of local womxn representatives is essential for success in the region. Anais states that the Inland Empire is overlooked when it comes to attention and resources from the government and philanthropy. On a positive note, she acknowledges the great amount passion and excitement that is currently fueling many of those who work in our local communities.

rest of Southern California, the percentage share of median monthly incomes for each region is very similar. In other words, when accounting for county income differences, the costs of child care are roughly the same across Southern California.

POVERTY AND OTHER HARDSHIPS

Factors that affect economic well-being, like the income gap and lack of affordable child care, can create an environment of uncertainty and economic instability for women. They are also likely to lead to higher levels of poverty. Data from the 2017 American Community Survey reveals significant racial disparities in poverty among women in the region. The overall poverty rate among women in the region is 17%, but poverty rates are as low as 11% among White women and Asian American women, and as high as 24% among Black women and 28% among Native American women in the region. Importantly, while higher education improves outcomes for all groups, poverty still remains relatively high for Native American women with college degrees.

In addition to poverty and other economic-related barriers, women in the region also experience varying levels of hardships associated with immigrant status. In the CSI-UCR/SCNG Fall 2019 Survey, we asked men and women “Thinking about concerns you might have, how worried are you that you or someone in your family will be deported?” We found that 22% of Latinas and AAPI women were very worried about this concern, when compared to 4% among White women and 10% among Black women (pg. 13). Importantly, Latinas were much more likely to express this concern than Latino men, suggesting some important ways that immigration enforcement may be causing gendered disparities in anxieties in Latinx communities.⁴

POLITICAL REPRESENTATION

Across the United States, a record number of women (256) were on the ballot for Congress in the 2018 midterm elections (Center for American Women and Politics). The success of their candidacy resulted in 127 women (or 24%) serving in the 116th Congress, the highest proportion in the history of the United States. Election year 2018 was famously dubbed the “Year of the Woman,” and saw gains from both Republican and Democratic candidates.

SHARE OF WOMEN WINNING

According to our analysis of both the Riverside and San Bernardino County Registrar of Voters, the Inland Empire also saw a significant increase in the number of women running for high office (U.S. Senate, U.S. House, State

Assembly, and State Senate) in 2018 compared to previous elections. Although more women are running for office, their winning rate has actually decreased because they are more likely to run against existing male officeholders with incumbency advantage. Thus, for example, in 2012, 7 out of 11 female candidates won office in state and federal legislative seats covering the region. In 2018, the “Year of the Women,” 26 candidates ran for office. However, only 8 won: one more than in 2012, despite having 15 more candidates.

Even when taking into account incumbent advantage in elections, women are still underrepresented in share of candidates. Incumbency advantage suggests that whenever there is a male incumbent, the chance of a female ending up in 1 of the 2 available spots in the general election should decrease, since an incumbent is very likely to get at least one of those slots. Similarly, we would expect the number of female candidates on the ballot to increase for a given race if the incumbent is a female. In the 2018 general election for these state and federal seats, we would have expected about 45% of all candidates to be women, given patterns in male incumbency in the region. However, only 32% of general election candidates were women, pointing to an ongoing need to recruit and support female candidates to run and win elected office.

REPRESENTATIVE PARITY INDEX

In addition to calculating the gender percentages of state and federal legislative candidates, our report also quantifies the gender parity of those elected to state and local office through the Representative Parity Index or RPI, which measures over-representation or under-representation given a group’s share of the population. Perfect parity or equality would equal a score of 1.0 for both women and men, while scores less than 1.0 would indicate under-representation. We will utilize the RPI score in future reports on representation in both elected office and nonprofit leadership.

STATE REPRESENTATION

While there have been overall representation gains in recent years, state-level disparities in representation are still significant. For example, women make up just 22% of state representatives for Riverside County giving them a RPI score of 0.44 [pg.12]. Men in Riverside County are significantly overrepresented with an RPI score of 1.55. In San Bernardino County, women make up 30.8% (0.61 RPI) of state representatives. When looking at the state of California overall, 70.6% (1.41) of all representatives are men and 29.4% (0.58) are women. In all regions women are underrepresented and men are overrepresented in the state legislature. In a representative democracy where women make up 50% of the population of California, electing more women is needed to balance the scale.

PROFILE

JANET

Organization: Mi Familia Vota

Occupations: Regional Coordinator

Janet Bernabe is the Riverside Regional Coordinator for Mi Familia Vota, an organization focused on the civic engagement of the local Latinx community. Janet has been working with Mi Familia Vota for a year and half and primarily is involved in voter registration, worker rights, environmental issues, immigration, education, and healthcare. Janet believes that these issues especially affect women of color in the region.

Janet noted that the majority of Mi Familia Vota staff are women. More women tend to be attracted to leadership and working out in the field. Mi Familia Vota has taken steps to increase the political representation of women through civic engagement. They encourage women to participate in local events and join committees and boards. Voter registration and education is also a large part of this work.

Janet expresses the importance of women mentors in her career, and strives to mentor women herself. She notes that talking with someone who has shared the same struggles you are facing and has overcome them is extremely powerful. Janet states that women in leadership roles tend to take the position as nurturers in which they take care of others (community) before taking care of themselves, leading to being overworked and seeking balance in their lives. She states that women in the region tend to have many roles (hats). For example, she is a single mother, graduate student, a daughter, mentor and still works full-time to support her family.

Janet believes there are several challenges women are facing in the Inland Empire. In particular, as more women of color move into positions previously dominated by white men, they can face additional discrimination. Janet notes that the political climate in the region is a barrier for addressing these issues. Politically the Inland Empire is split, but Janet believes “... the only way to find a solution is to work together with other organizations and elected officials in efforts of bridging the gap. Raising awareness of these issues and working collaboratively is essential for future success.”

Janet’s outlook for the future is generally positive, as she looks to improvements like more women in positions of power and higher rates of education. Janet also believes there is still much work to do, especially in regard to women’s physical, mental, and emotional health.

PROFILE

ACQUANETTA

Organization: City of Fontana, CA

Position: Mayor

Acquanetta Warren is the Mayor of Fontana, California, and champion of the Inland Empire Women in Manufacturing movement. Born in Los Angeles, Mayor Warren was one of the first African Americans to be integrated into the LA Unified School District. She began her career in banking, but has always been involved in politics. Mayor Warren's past service includes various council subcommittees, boards, and commissions.

As mayor of Fontana, Warren began the "Mayor's Manufacturing Council," which saw more than 500 women attend the first annual Inland Empire Women in Manufacturing event. Her goal is to get large manufacturers that are making their homes in the region to invest in communities, not just extract resources and labor.

Mayor Warren believes that inclusion is the biggest issue affecting women in the Inland Empire. To help address this issue, Warren is putting together a women's network in partnership with the Fontana Chamber of Commerce. "We want to cultivate women...we want them to run for office," says Warren. She believes there are many women, especially young women, who want to run for office but lack a support network.

"A lot of people are still trying to treat us like we don't matter," says Warren when asked about the challenges of women. She notes that sometimes she gets push back for being strong willed and for standing up for what she believes is right. Warren also states that women of color have to deal with additional struggles and challenges in the workplace. She states, "I look back at jobs where I know I was underpaid, not just because I'm a woman, but also because of my ethnicity."

Warren cites exclusion from leadership as one of the barriers for women in the region. As part of her newly formed women's network, her goal is to "...not only get women to the table, but to direct the table." In addition, Warren notes that raising awareness of women's issues through social media is very helpful. She looks to set an example for younger women, regardless of party politics.

Mayor Warren acknowledges some improvements in addressing women's issues in the region, but also states that "...we have to work faster and harder" on these issues. She notes the need for more resources in the Inland Empire, and that the region needs to speak with a clear, unified voice. "The region can be whatever we want it to be, but we have to work together," says Warren.

LOCAL REPRESENTATION

Local leaders in the Inland Empire have a direct impact on the daily lives of those living in the two counties. We have collected and analyzed data from school boards, city councils, and county-level leadership from both Riverside and San Bernardino county. Overall, a ratio of 41 out of 100 local leaders in the Inland Empire are women. While this gap is not very large, significant disparities exist within the different bodies of leadership. School boards in the I.E. are the most equitable body of local leadership. Interestingly, women are overrepresented on school boards in San Bernardino County with 56% women and 44% men. By contrast, school boards in Riverside County are flipped with an over-representation of men at 55%, and women at 45%. The disparities enlarge when analyzing the gender composition of city councils. City councilmembers in Riverside and San Bernardino county are overwhelming men. The picture does not get better at the level of County elected offices. In Riverside County, 90% of county elected officials are men, and the comparable figure for San Bernardino County is 67%.

POLITICAL AMBITION

This report highlights the gender disparities at various levels of representative office in California, suggesting a widespread issue. Many structural, institutional, and societal barriers contribute to these gender disparities in political institutions. As awareness of this representative gap increases, there is a clear call for more women to run for elected office. According to the CSI-UCR/SCNG Fall 2019 survey, women were more likely than men to say that it is important for their member of congress or local official to be a woman (pg. 17). Additionally, when asked if they have ever thought about running for political office 90% of women in Southern California answered that they have never thought about it, compared to 76% of men. When analyzing the data based on gender and race/ethnicity, Black women have the highest political ambition of all women in Southern California. They are more than twice as likely than every other group of women to say that they have seriously considered running for office.

When running for office or thinking of running, women face additional challenges including a lack of support and recruitment (Fowler 1993; Sanbonmatsu 2006). A study by Fox and Lawless (2010) found that highly qualified and politically well-connected women from both major parties are less likely than men with similar networks and experience to be recruited to run for

public office. Local organizations and initiatives like IGNITE and the Persist Women’s Conference at UC Riverside are essential for mitigating this recruitment gap and encouraging political ambition among women. In addition, Hispanas Organized for Political Equality (HOPE) is a statewide organization with local members who are focused on recruiting, training, and supporting Latina leaders.

VOTER REGISTRATION & TURNOUT

In a democracy, voting is the most fundamental act of political participation. According to 2018 general election data, in the Inland Empire, women have higher voter registration and turnout rates than men⁵. This is the general pattern across all regions analyzed. According to data from the 2017 American Community Survey and the IGS Statewide Database, women had higher levels of voting in the 2018 general election for all sub-regions in the Inland Empire, with the exception of eastern Riverside which has no significant difference [pg. 11]. While voter registration and turnout should be increased for all groups, especially marginalized groups, women in the I.E. seem to be keeping pace with men and, indeed, out-pacing them in recent elections.

GENDER DIFFERENCES IN PUBLIC OPINION

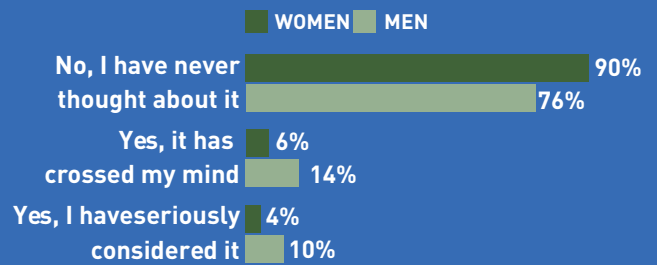
There are many factors that affect public opinion and sentiment including race, education, socioeconomic status, and gender. In the Inland Empire, men and women differ on a few key issues. According to Public Policy Institute of California survey data from April 2018, women were significantly more likely to be dissatisfied with the way that college and university officials are handling sexual assault cases on campus (pg. 13). This is particularly interesting given the notable number of institutions of higher learning in the region. When asked about the state of housing affordability in the Inland Empire, women in the PPIC surveys were more likely than men to think that it is a “big problem.” On the environment, survey data shows that more women in the I.E. think that global climate change is a major threat than men (pg. 13). Additionally, women in the Inland Empire are significantly more likely than men to be concerned about the problem of rising sea levels.

WOMEN’S HEALTH & SAFETY

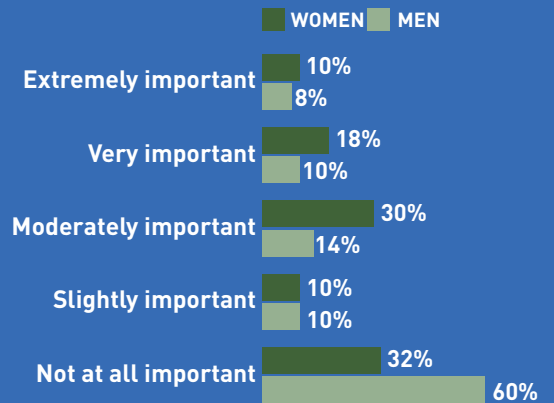
Women’s health encompasses both physical and mental health. The overall health of women in the Inland Empire has a direct impact on families and local communities more broadly.

POLITICAL AMBITION & REPRESENTATION

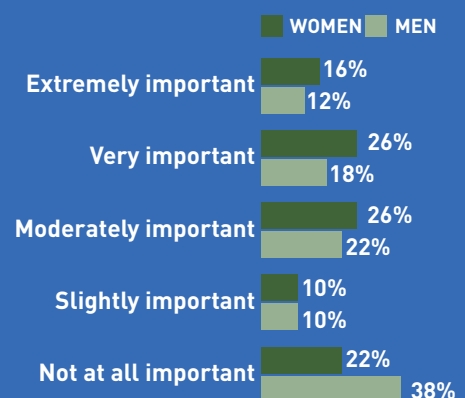
HAVE YOU EVER CONSIDERED RUNNING FOR ELECTED OFFICE?



HOW IMPORTANT IS IT FOR A LOCAL OFFICIAL TO BE A WOMAN?



HOW IMPORTANT IS IT FOR A MEMBER OF CONGRESS TO BE A WOMAN?



Source: CSI-UCR/SCNG Fall 2019 Survey

CHRONIC CONDITIONS

In California, heart disease and cancer are by far the leading causes of death regardless of gender, race, or ethnicity according to the Center for Disease Control and Prevention. In addition there are chronic health conditions women live with everyday. These chronic diseases can take a huge toll on income, resources, mental health/well-being, families, and the region more broadly. Asthma, diabetes, high blood pressure, and heart disease are among the major chronic conditions for women in California (CDC).

We analyzed chronic disease rates from the California Health Interview Survey for women in the Inland Empire. Stark disparities emerge when breaking the data down by race and ethnicity.

Among women in the I.E. American Indian/ Alaskan Natives have the highest rates of asthma, diabetes, high blood pressure, and heart disease. High rates of poverty in Native American communities may contribute to the prevalence and pervasiveness of these chronic diseases. By contrast, Asian women in the I.E. have relatively low rates of chronic illnesses. The most common chronic illness among all I.E. women is high blood pressure. Almost 40% of Black and Native American women are living with high blood pressure, 34% of Whites and 26.4% of Latinas. Latinas also have high rates of diabetes in comparison to the other groups.

Looking at gender differences within each racial group, Latina women have higher rates of the top four chronic diseases, except for heart disease, when compared to Latino men. White women have higher asthma rates than White men, but have lower rates for all other conditions. Additionally, Black women also only have higher rates when it comes to asthma when compared to Black men. While both Black and Native American men have extremely high rates of high blood pressure, women of the same race or ethnicity also have very high rates.

MENTAL HEALTH

Mental health includes psychological, emotional, and social well-being. We analyzed racial and gendered CHIS data on psychological distress and found that women in each racial or ethnic group had higher rates of psychological distress than men. Black and Latina women had the highest rates followed by Whites and Asians. It is important to note that this data is self-reported, meaning that the gendered social stigma around mental health may make men less likely to report mental distress (Addis and Cohane 2005).

HEALTH INSURANCE COVERAGE

According to the American Community Survey (ACS), women have slightly higher rates of health care coverage than men in each of the regions analyzed. When analyzing gender gaps within racial groups, women have higher rates of coverage than males for all groups.⁶ In comparing women of different racial or ethnic groups, we find that White, Black, and Asian women have roughly the same health coverage rates at around 92%. By contrast, Hispanic women have an 85% coverage and Native American women have the least coverage with 77.4%. It is important to note that these rates of health care coverage do not include undocumented men and women living in these regions, who often have little or no access to health insurance.

While women have higher rates of health insurance coverage, according to the CSI-UCR/SCNG Fall 2019 Survey women are more concerned about their financial security as it relates to healthcare than men. This includes high insurance costs and losing healthcare. This could be a result of the volatility of the healthcare industry, including concerns over coverage of pre-existing conditions, which affect women more than men overall according to a 2018 Kaiser Family Foundation Report. Additionally, women, and women of color especially, typically earn less than men, making them more vulnerable to higher costs when it comes to health insurance. Health insurance is also often linked to employment. As noted in this report, women face challenges that can make it difficult for them to stay in the workforce.

DOMESTIC VIOLENCE CALLS FOR ASSISTANCE

While domestic violence transcends the boundaries of gender and sexual orientation, women are more often the victims of domestic violence than men. Women are also more likely than men to suffer injuries or other health consequences as a result of these incidents (Garcia-Moreno et. al. 2005). Additionally, many socially and economically disadvantaged groups, including the LGBTQI+ community, routinely face worse rates of domestic violence than other groups.

We analyzed data from the California Department of Justice on domestic violence related calls for assistance for counties in Southern California from 2010 to 2018. While there is some variation over time, the number of calls per thousand people has remained relatively steady over the past 8 years. Still, domestic violence call rates in Riverside County are well below the statewide average, suggesting possible gaps in resource availability and awareness among the County's residents.

PROMISING INITIATIVES

There are a host of efforts underway in the region to address the issues outlined in this report. These range from local advocacy efforts to cross-sector, cross-county, and state level collaborations to encourage women leaders, address equal pay, and promote women's safety and healthcare. Not only are there several key legislative initiatives affecting women in the region, but there is also a growing number of local groups and networks addressing women's issues.

LEGISLATIVE INITIATIVES

Policy can serve as a tool toward equity. Below we highlight seven recent key laws that help move the needle towards equality and advance women in California. The California Legislative Women's Caucus, a bipartisan group looking to increase the political representation and participation of women in state government, has championed many of these legislative efforts. However, the support of male legislators continues to be essential for the development and passing of these laws.

LOCAL NETWORKS & GROUPS

One of the main strengths of the Inland Empire is the ability of communities and groups to come together and create networks centered around these issues impacting the region. There are numerous local groups focused on education and workforce development for women and girls in the Inland Empire.

Institutions of higher education

There are several high-profile efforts encouraging greater gender equity in institutions of higher education. For example, the Association of Women in Science chapter at UC Riverside promotes women in science, technology, engineering, and mathematics through breaking down barriers and creating innovative opportunities. In 2018, UC Riverside and Riverside City College received an \$816,000 grant from the National Institutes of Health to help increase the participation of underrepresented minority groups, including women of color, in STEM fields⁷.

Similarly, Cal State San Bernardino received a \$1 million STEM grant from the National Science Foundation to increase the number of female and underrepresented minority faculty in the science, technology, engineering and mathematics (STEM) departments. This grant will not only help CSUSB increase the number of women and minorities teaching STEM courses, but also will aid in introducing and implementing new equitable hiring, recruiting, and tenure policies and procedures⁸.

PROFILE

JACQUE

Organization: Planned Parenthood

Position: Donor Relations Manager

Jacque Casillas is the Donor Relations Manager for Planned Parenthood of the Pacific Southwest. The mission of Planned Parenthood is to ensure broad public access to sexual and reproductive healthcare, through education, advocacy, and direct service. The organization looks at what issues impact women locally. For this region that includes: transportation in the Coachella Valley, mobile service for women near the border, and translation services across western Riverside County. All of these issues are directly related to health outcomes.

Planned Parenthood has women leaders all over the country, most notably their current President/CEO. Jacque notes that, "...it's the norm that women are the head of our organization" and that women are present at all levels. In addition, Planned Parenthood encourages professional development and women to get involved in public office. "There is absolutely no way I could be an elected official now, if I didn't work for Planned Parenthood," says Jacque who is also an elected representative for the City of Corona. In fact several staff members hold local office and are board members of organizations.

Jacque believes that women mentors have been extremely valuable in her life and career. She also notes that women have an innate ability to be resilient and compassionate, especially in her field of work.

Current federal healthcare cuts, including Title X, are a struggle for Planned Parenthood. Because of this, doctors are not able to advise their patients of all their options, including referrals to safe abortions. In the Inland Empire, she notes that women, especially women of color, are facing the challenges of affordability, a lack of resources, and access to education and healthcare.

Jacque believes that one of the biggest barriers in addressing these challenges is the lack of local representation. She states, "We need more women in decision making roles, so decisions are made by us and for us." Raising awareness of these issues through sharing platforms, privilege, and mentorship is important to Jacque.

Jacque sees a trend of local millennial women running for office, but also agrees that male dominated leadership is slow to change. Despite this slow progress, Jacque suggests that exciting innovative things are happening right here in the Inland Empire, including the UC Riverside Persist Conference.

Making young women and girls feel accepted and included in the STEM fields should begin at a young age. Early age introduction to STEM makes women more likely to pursue those fields in secondary education (Beede et. al. 2011). In March 2019, hundreds of eighth-grade girls gathered at the University of Redlands to learn about educational and career opportunities from women who pursued studies and careers in fields across the spectrum of STEM. The 25th annual STEM Conference for Eighth Grade Girls was spearheaded by the Redlands branch of the American Association of University Women, a national organization that promotes equity and education for women and girls.

Another important STEM development at UC Riverside was the first ever meeting of R-Ladies Riverside in October 2019. R-Ladies is a worldwide organization that promotes gender diversity in the R programming language community. R-Ladies Riverside is open to the public and provides workshops and training focused on empowering and educating women. This coding language, which is used for quantitative analysis in both social and hard sciences, is essential in many fields of work. Although women are participating more in R than other languages, according to an R consortium study only 14% of R users are women⁹. R- Ladies Riverside seeks to address this imbalance through formal workshops as well as informal peer-to-peer style environments.

Private-sector and public-sector efforts

While higher education institutions have developed some promising initiatives, the private sector has also encouraged social innovation on gender equity. For example, in 2018 Babcock Laboratories in Riverside announced its recent designation as a Women-Owned Business. They are the first 100 percent Employee-Owned company to be granted Women Business Enterprise status by the Supplier Clearinghouse. Babcock Labs currently employs 70 talented and dedicated staff members. Of those 70 laboratory and administrative professionals, women make up 63 percent of their total workforce. Another significant step to diversify STEM professions is the effort by Esri, a global leader in geographic information systems (GIS), to encourage more women to enter GIS professions by publishing inspiring examples of “Women in GIS” and providing support through local networks.

Aside from STEM, there are several networks and groups in the Inland Empire promoting the economic empowerment of women. For example, both the Women in Business group at UC Riverside and the Women’s

Leadership Conference at Cal State San Bernardino both are developing a powerful network of professionals. They spread awareness about the gender gap in business through various professional development workshops, philanthropic projects, and networking events.

The Inland Empire Women’s Business Center and the Inland Empire chapter of the National Association of Women Business Owners, both seek to empower women entrepreneurs and business owners. These networks help women to create and sustain their businesses through advocacy, education, and partnerships.

In addition, the Inland Empire Women in Manufacturing organization was created to support, empower, and inspire local women working in the manufacturing sector. The Inland Empire is well known for its abundance of warehouses, but these jobs are highly gendered. Mayor of Fontana, Acquanetta Warren, spearheaded a campaign to unify and diversify the Inland Empire workforce by inspiring the next generation of women to consider manufacturing and technology/engineering career paths.

As noted previously in this report, the intersectionality of women’s various identities play a crucial role in how they interface with issues like equal pay, healthcare, and political representation. Groups like the Inland Empire Latina Business Association are essential in helping women of color achieve economic empowerment. This organization strives to be the leading business resource for professional development for Latina entrepreneurs, executives, professionals, and students in the Inland Empire. In addition, the Inland Empire Latina Business Women Association partnered with UC Riverside’s School of Public Policy to study Latina Owned Businesses in the Inland Empire region. Key findings from this forthcoming study are (1) that Latina Businesses Owners (LBOs) place great importance on excellence, ethics, and best in class businesses practices, and (2) that LBOs expressed the need for better access to resources and mentorship (Wang and Ochoa 2019).

Finally, private-sector initiatives also include promising developments in philanthropy. In 2017, The Community Foundation serving Riverside and San Bernardino counties launched a women’s giving circle to build a community of women philanthropists and support women and families in the region. Within two years, the giving circle organized several events and raised over \$43,000 based on \$1,000 annual contributions. Now, the effort has transformed into the Women’s Giving Fund, with a larger base of donors and greater flexibility in

giving. In addition to this effort, other initiatives are well underway to foster philanthropy among communities of color, including the Sojourner Truth Fund supporting African Americans, and the Latino Giving Circle run by the Latino Community Foundation.

Encouraging political representation

While more women are running for local office, the gender disparity is still significant. In addition, many political institutions are still controlled by men. There have been some recent efforts in the Inland Empire to facilitate and encourage more women to run for local elected office. For example, IGNITE has a local chapter that helps build political ambition in high-school and college aged women. In addition, the annual Persist Conference at UC Riverside also gives women the tools and resources to become politically engaged at any level. While these groups provide a great start, more resources and attention should be paid to encouraging more women to participate in local politics.

Promoting women's health & safety

Social media movements like #MeToo and #TimesUp have offered a strong public voice to survivors of assault and harassment. Local state leaders, like Senator Connie Leyva, have responded with public policy that protects the rights of survivors and holds perpetrators accountable. For example, the prompt testing of rape kits, criminalizing sextortion, and eliminating the statute of limitations on rape. Local elected leaders, including Assemblymember Sabrina Cervantes and State Senator Leyva, spend time at colleges and universities addressing these issues.

Planned Parenthood of the Pacific Southwest serves women in the region through education, advocacy, and direct service. The organization's goal is to ensure broad public access to sexual and reproductive health. Other organizations, like the Women's Foundation of California provides research, reports, and data to help inform public policy.

POLICY OPTIONS

Policy options for addressing the issues outlined in this report can be broken down into four broad categories: (1) work support for women, (2) addressing pay inequality and boosting income, (3) building wealth, and (4) strengthening public support systems for women.

WORK SUPPORTS

Supporting working mothers means supporting all Californians. The share of women balancing work and family life has risen dramatically over the past half century. This growing share of working mothers means more households are dependent on both parents for income. Parents

PROFILE

CAROLE

Organization: Inland Action

Position: CEO

Carole Beswick was the first woman mayor of Redlands, has served on various commissions and boards, is currently a Trustee for the University of Redlands and is the CEO of Inland Action. Inland Action is a nonprofit and nonpartisan organization that encourages and promotes the economic well-being of the Inland Empire.

While Inland Action does not specifically focus on gender, the organization looks to expand education access and opportunities for all groups. In addition, they have made efforts to bring women into their leadership.

Carole notes that women mentors have been very valuable in her career: "Women who have been mentored by other women tend to feel more confident and empowered." She recognizes that women are particularly skilled at building consensus, a necessity for strong and effective leaders.

Carole believes that one of the most important issues women face in the region are some barriers in leadership. She states, "Women continue to be challenged in reaching the highest levels of the corporate world." These barriers can be broken down by giving women more of a voice and the opportunity to be heard.

In the Inland Empire, Carole notes that collaboration between organizations is still a challenge for this region. Some organizations may be concerned with sharing the spotlight or not receiving credit. She believes strongly that, "...if you're not working together as a region, you're hurting yourself in terms of accessibility to resources."

Carole is optimistic about the future of the Inland Empire and states that the region is getting better at demanding attention and speaking with a unified voice. In addition, the governor's office has been more aware of the region's needs.

must try to balance paid work and unpaid caregiving responsibilities. Lawmakers should enact policies that recognize the value of caregiving and help families better balance work and family obligations. This should include (1) addressing the value of caregiving, (2) expanding affordable childcare, and (3) tackling unfair scheduling practices

PAY EQUALITY & ECONOMIC SECURITY

Despite recent progress in higher education and career attainment, women - especially women of color - are still paid less than men. The income gap between men and women is due to multiple factors including occupational choices and the duration spent in the workforce, in addition to both gender and race based discrimination. Women's earnings are increasingly crucial to their family's economic security. Lawmakers should enact policies that (1) address inequality and workplace safety for women, and (2) strengthen the economic security of women.

BUILDING WEALTH

While addressing the income gap is important, it must be done in conjunction with policies that allow women to build wealth over time. The ability to build wealth means true economic equality and security. Due to their lower incomes, women are less likely to build wealth than men. In addition, women are more likely to work part-time and low-wage jobs, which often have less access to wealth building retirement plans and other benefits. Moreover, due to continued discrimination and restrictive policies, women of color have an even larger "wealth divide." Lawmakers should enact policies that (1) promote wealth building for low-income women and (2) address wealth-stripping practices including reducing city and county fines and fees that disproportionately affect low-income residents.

PUBLIC SYSTEMS & SUPPORT

Women are more likely than men to live in poverty in California. These economic challenges are due to multiple factors including gender and race based discrimination and increasingly weak public systems and support. This economic hardship means women are also more likely to rely on public assistance. Support like food assistance, early child care services, and health care coverage not only helps women, but it also supports their families. State and local policy makers should take steps to (1) increase participation in public systems, (2) reinvest in services that have been cut, and (3) enact policies that increase safe and affordable housing.

LOOKING AHEAD

The Inland Empire has a great need for additional resources from both government and philanthropy. Often, more attention is paid to the needs of neighboring counties and large cities, while both Riverside and San Bernardino counties are overlooked. More resources and funding would help our region build its capacity to address the needs outlined in this report. The needs of women, especially women and families of color, in the region are significant.

As noted previously, the intersectionalities of race and gender play a significant role in women's issues. The needs and privileges for women of color and the LGBTQI community differ from other groups. It is extremely important to account for this fact when addressing issues affecting women. Policy makers should pay attention to this intersectionality and ensure that all groups are moving toward equality.

Finally, the need to diversify local leadership remains a high priority. Women, especially women of color and the LGBTQI community, are under-represented in local government and politics. While some promising initiatives are helping to shine a light on this issue, not enough progress has been made. It is incumbent on all civic, community, and business leaders in the region, regardless of race or gender, to aid in ensuring a truly representative democracy.

ENDNOTES

- 1 To learn more about the history of the Women's Resource Center at UC Riverside visit their website: <https://wrc.ucr.edu/our-history#1973>
- 2 The working definition of Southern California in our reports includes the counties of Ventura, Los Angeles, Orange, San Bernardino, and Riverside.
- 3 Earnings gap by race, gender and education: 2000 data comes from 1% PUMS data, estimates might be unstable due to large margin of errors
- 4 More information on the CSI-UCR/SCNG Fall 2019 Survey can be found at <https://socialinnovation.ucr.edu/surveys/>
- 5 The Citizen Voting Age Population (CVAP) value in this estimate is calculated from the 2017 ACS 5-year file; the CVAP pop in 2018 may be different
- 6 California Health Interview Survey estimates for Native American and Asian groups in the region may be unstable due to large margin of errors.
- 7 <https://news.ucr.edu/articles/2018/08/15/national-magazine-honors-program-focused-diversifying-stem-fields>
- 8 <https://inlandempire.us/csusb-awarded-1-million-stem-grant-by-national-science-foundation/>
- 9 Study available on GitHub: <https://reshamas.github.io/why-women-are-flourishing-in-r-community-but-lagging-in-python/>

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