



*The Status of Women
in
Ventura and Santa Barbara Counties*

March 3, 2010

Foreword

March, 2010

One hundred and fifty-three years ago, thousands of women garment workers marched to change their poverty level wages, long 12 hour work days and unhealthy working conditions. Since then the date of March 8 has been used to commemorate International Women's Day. For the 8th year, CAUSE commemorates this day with our Annual Women SEE Justice Advocacy Day and this report.

Times have certainly changed since the women garment workers organized for better working conditions but we have far to go still. It's been only 140 years since African Americans gained the right to vote in the United States and 90 years since women gained this right. Over these years many have diligently fought to remove barriers to voting and increase voter turnout of people who have been historically politically disenfranchised. Proudly this culminated in 2008 as a woman and an African-American man vied to represent their political party to run for President of the United States. While we've made some gains in gender and racial equality at the voting place, we clearly still lag behind at home and in the work place.

In 2002 CAUSE first documented the issue of gender inequity by releasing Challenging the Feminization of Poverty: Women in Poverty in the Central Coast Region of Ventura and Santa Barbara Counties. The report tracked the growth of women in poverty and analyzed the conditions of poverty among women in the region. Yet even as family structures have changed over the years, we find that women still are not equal at home continuing to shoulder the bulk of child rearing responsibilities nor at our places of work where men still earn more.

Today in 2010, we find our cities, Central Coast Region and state facing an economic recession and budget deficits at all levels of government that could further exacerbate current inequalities between men and women. We know that access to higher education is threatened. We know that safety net programs are being scaled back drastically. We know that employment insecurity is rising and quality jobs are scarce. We know that the need for social service services is increasing. The importance of how potential policy changes on the near horizon affect women cannot be ignored and we must work to ensure that such policies do not increase inequities.

We believe that gender equality is like motherhood and apple pie. Empowering women to make change, whether it is in their homes, in their community or in public policy continues to be at the forefront of the 2009 Women's Advocacy Day and we hope this report, The Status of Women in Ventura and Santa Barbara Counties, is also useful to empower women of the Central Coast.

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The Status of Women in Ventura and Santa Barbara Counties

Central Coastal Alliance United for a Sustainable Economy

March 3, 2010

Purpose of the Status of Women in Ventura and Santa Barbara Counties

The differences in incomes, educational levels, and poverty rates between men and women do not just happen. Social and economic problems contribute to such inequalities. For example, differences in gender roles have historically devalued “women’s work” as women shoulder the bulk of child rearing and housework, even in families where both the husband and wife work full-time. This leaves women time poor. Further, gender-based power relations play out through patriarchy, domestic violence and unequal division of household labor, further limiting women’s position in the labor force. Outside of the home, women of color and immigrant women find their voices marginalized at the workplace and in the formation of public policy. Many low-wage working Latinas confronting a lack of English proficiency and legal status combined with anti-immigrant experiences face intensified economic challenges.

The intent of this report is to inform decision makers, the public and the women who attend the Women SEE Justice Advocacy Day with data about existing trends and inequalities between men and women. This report captures a snapshot of how women in Ventura and Santa Barbara Counties are faring in our region. We hope it provides a backdrop to the speakers and the workshops that all will participate in. In future years we hope to expand and update the report with further input and analysis from participants of the Women SEE Justice Advocacy Day.

This initial annual report is structured into five sections:

- Women and Poverty
- Women and Housing Security
- Women and Education
- Women and Transportation
- Women and Work

1. Women and Poverty

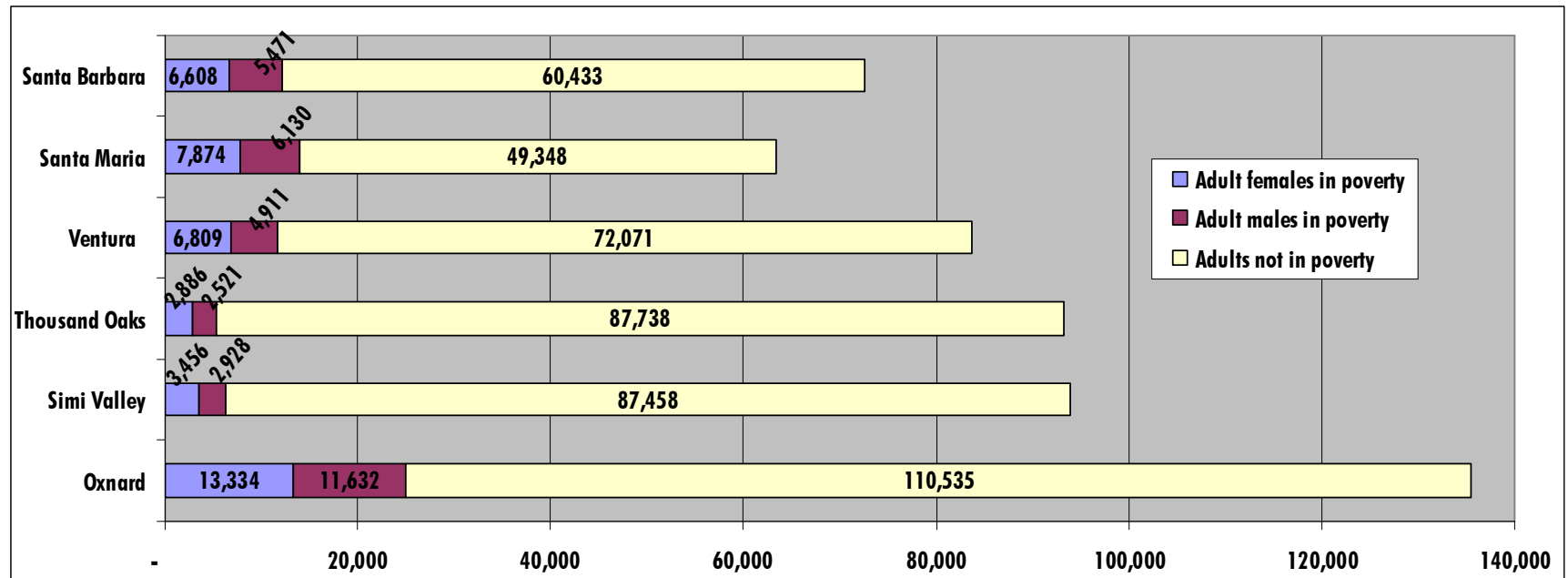
When poverty persists, this translates into a basic need or needs being sacrificed whether it is food, shelter, clothing, transportation, or health care. How to most accurately measure poverty is not agreed upon and often relies on knowing the individual’s or household’s income as the gauge for measuring poverty. Recognizing this basic limitation, the data that we use on poverty is from the American Community Survey conducted by the US Census Bureau that bases poverty on the government’s Federal Poverty Level, a level that many argue underestimates the number of people living in poverty. Using this measure, over 120,000 people still live in poverty, which equates to about one out every seven people in Santa Barbara County and one out of every 11 in Ventura County. In this section we will further breakdown these numbers by geography with a particular focus on gender and race.

1.A Women are more vulnerable to poverty and disproportionately suffer its effects as women have a higher rate of poverty than men.

Recommendation: Maintaining social service programs for families will be vital to keeping women from falling into poverty

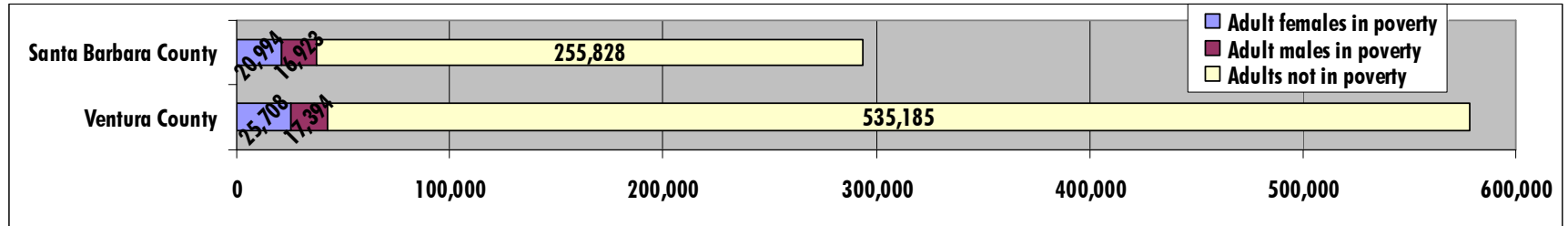
- The cities of Santa Paula, Moorpark and Port Hueneme have the greatest disparity for poverty between men and women. Women are more than one and a half times more likely to be in poverty than men.
- Of adults, 8.8% of women versus 6.1% of men in Ventura County live in poverty and in Santa Barbara County 14.2% of women versus 11.6% of men live in poverty.
- The cities with the highest rates of adult females in poverty are Lompoc (25.4%), Santa Maria (25.2%), Santa Paula (24.2%), Oxnard (20.5%), and Port Hueneme (20.4%).

Figure 1.A-1: Adults in Poverty for Cities in Ventura and Santa Barbara Counties with Population over 80,000



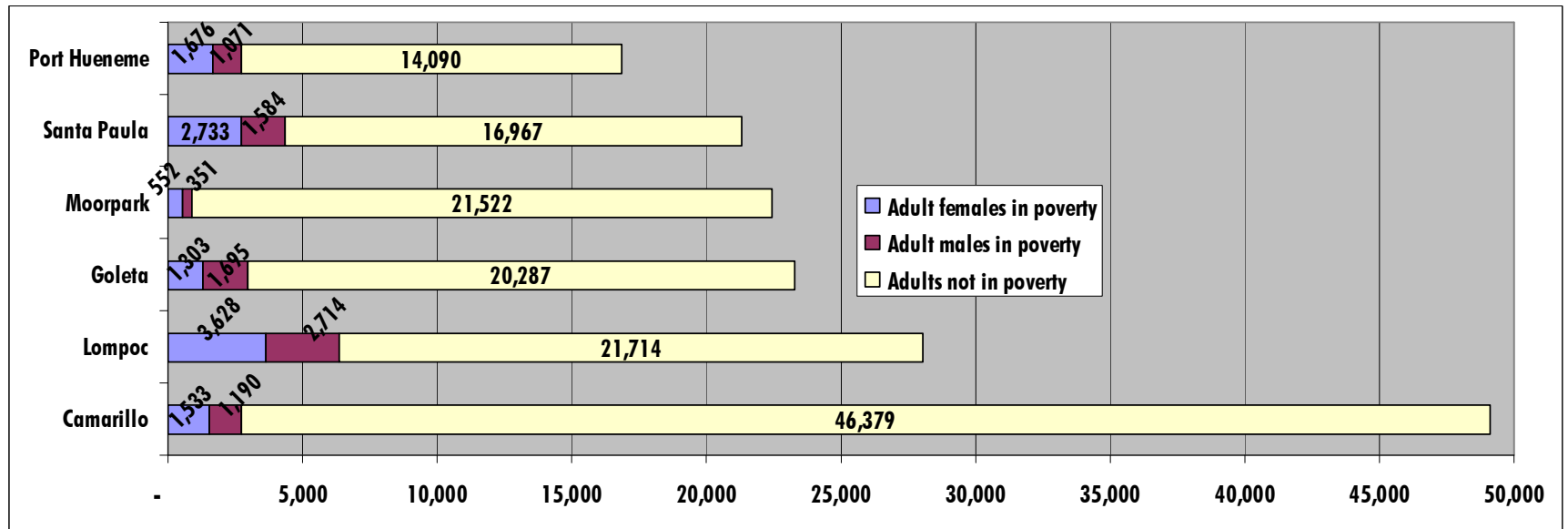
Source: 2006-2008 American Community Survey 3-Year Estimates

Figure 1.A-2: Adults in Poverty in Ventura and Santa Barbara Counties



Source: 2006-2008 American Community Survey 3-Year Estimates

Figure 1.A-3: Adults in Poverty for Cities in Ventura and Santa Barbara Counties with Population over 20,000 but under 80,000



Source: 2006-2008 American Community Survey 3-Year Estimates

1.B Females not working in the last year form a disproportionate percentage of those in poverty.

Recommendation: Job training programs are needed that provide a career path out of poverty. Especially important will be including women in job training programs that have historically been male dominated such as the construction industries and the emerging green economy.

- Of people over the age of 16 in poverty, 36% in Ventura County and 28% in Santa Barbara County are females not working.
- Of those over the age of 16 in poverty, the cities of Santa Paula (49%), Port Hueneme (46%), and Camarillo (43%) have the highest percentage of females not working in poverty.

Table 1.B-1: Work Status of Those in Poverty Over the Age of 16 in Ventura and Santa Barbara Counties

	Females over 16 years old working full time in poverty	Females over 16 years old working part time in poverty	Females over 16 years old not working in poverty	Males over 16 years old working full time in poverty	Males over 16 years old working part time in poverty	Males over 16 years old not working in poverty
Ventura County	1,674	8,705	16,680	3,281	6,835	8,546
Santa Barbara County	1,087	9,537	10,933	1,814	9,172	6,624
Oxnard	891	2,861	4,796	1,486	2,380	2,769
Santa Maria	318	1,767	3,219	758	1,563	1,323
Ventura	230	1,813	3,035	316	1,593	1,627
City of Santa Barbara	257	2,362	2,903	263	2398	1,868
Simi Valley	179	843	1,662	398	443	1,088
Santa Paula	80	377	1,247	191	374	289
Thousand Oaks	36	860	1,243	219	657	753
Lompoc	202	714	1,126	320	627	404
Camarillo	50	306	918	29	510	306
Port Hueneme	27	292	719	99	237	188
Goleta	112	296	581	99	786	372
Moorpark	85	88	252	50	92	169

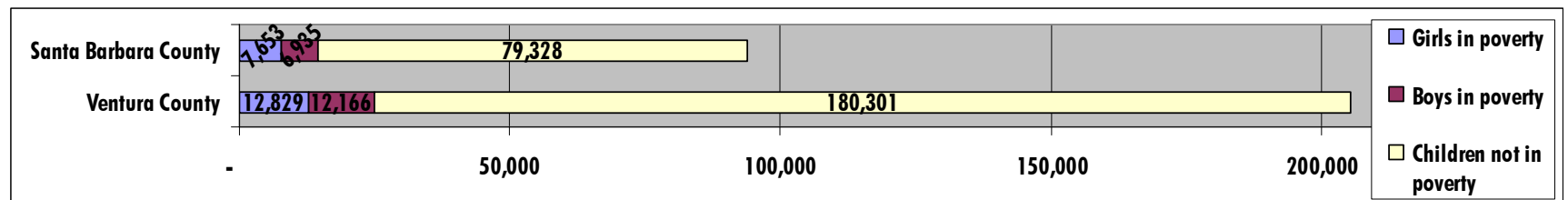
Source: 2006-2008 American Community Survey 3-Year Estimates

1.C Female-headed families form a significant percentage of families in poverty who must raise children alone.

Recommendation: Preventing childhood poverty means providing services that can help raise a family out of poverty.

- In Ventura County, 41.2% of families that are in poverty are female headed families and in Santa Barbara County that percentage is almost half (47.9%)
- The cities of Lompoc (27%), Santa Paula (24%), Oxnard (22%), and Santa Maria (20%) have the highest rates of childhood poverty
- In Ventura County 12.2% of children live in poverty and that percentage is 15.5% in Santa Barbara County. However Latino children have a poverty rate three times greater than white children in Santa Barbara County (21% versus 7%) and almost five times greater in Ventura County (19% versus 4%).

Figure 1.C-1: Children in Poverty for Ventura and Santa Barbara Counties



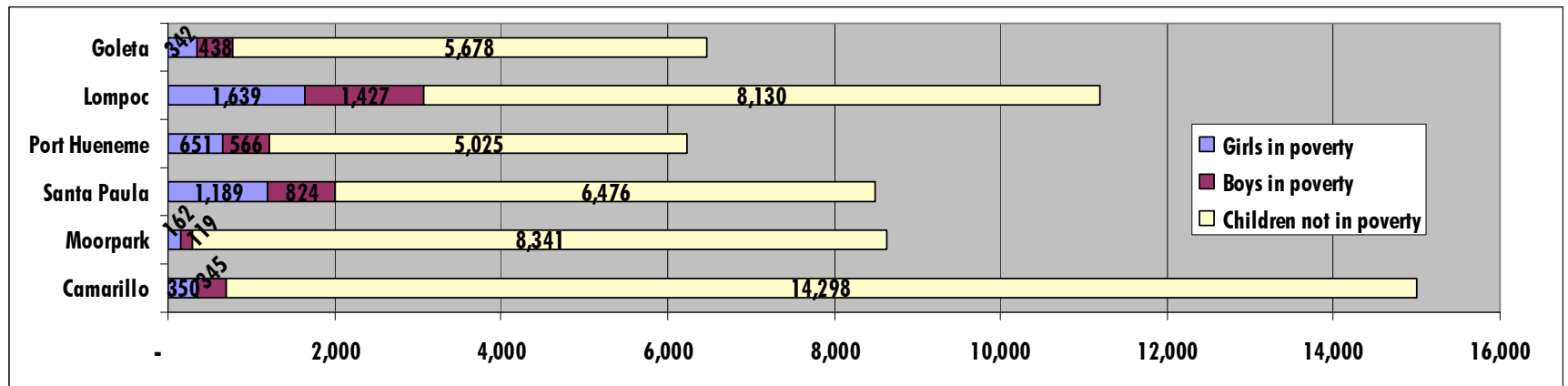
Source: 2006-2008 American Community Survey 3-Year Estimates

Table 1.C-1 Types of Families in Poverty

	Married couples with children in poverty	Female headed families with children in poverty	Male headed families with children in poverty	% of families in poverty that are female headed households
Ventura County	4,703	4,107	1,147	41.2%
Santa Barbara County	2,672	2,887	462	47.9%
Oxnard	1,799	1,610	387	42.4%
Santa Maria	1,113	1,075	130	46.4%
City of Santa Barbara	431	621	46	56.6%
Ventura	616	544	286	37.6%
Thousand Oaks	318	446	34	55.9%
Lompoc	527	421	89	40.6%
Santa Paula	306	406	65	52.3%
Simi Valley	207	310	217	42.2%
Camarillo	91	206	57	58.2%
Port Hueneme	172	153	49	40.9%
Goleta	153	91	83	27.8%
Moorpark	61	17	-	21.8%

Source: 2006-2008 American Community Survey 3-Year Estimates

Figure 1.C-2: Children in Poverty for Cities in Ventura and Santa Barbara Counties with Population over 20,000 but under 80,000



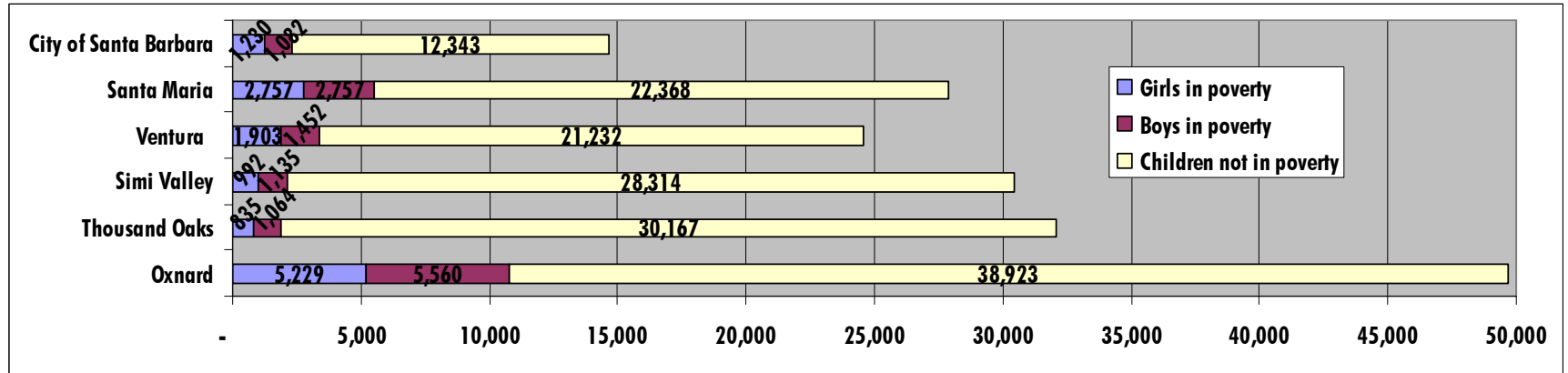
Source: 2006-2008 American Community Survey 3-Year Estimates

Table 1.C-2 Children in Poverty by County

	White Children	White Children in Poverty	Latino Children	Latino Children in Poverty
Ventura County	83,315	3,438	101,086	19,570
Santa Barbara County	32,587	2,370	54,143	11,487

Source: 2006-2008 American Community Survey 3-Year Estimates

Figure 1.C-3: Children in Poverty for Cities in Ventura and Santa Barbara Counties with Population over 80,000



Source: 2006-2008 American Community Survey 3-Year Estimates

1.D While women are poorer than men regardless of ethnicity, Latina women face much high rates of poverty compared with white women.
Recommendation: We must end the disparity among ethnic groups by working to stop discrimination, language barriers, and unequal access to education and employment.

- In Ventura County Latinas are three times more likely to be in poverty than white women and two times more likely in Santa Barbara County.
- Latina women in Oxnard, Thousand Oaks, and Lompoc are three times or more likely to live in poverty than white women.

Table 1.D-1: The Percentage of Latinos and Whites in Poverty by Gender

	% Males in Poverty	% White Males in Poverty	% Latino Males in poverty	% Females in Poverty	% White Females in poverty	% Latina Females in Poverty
Ventura County	7.5%	4.0%	12.7%	9.8%	5.3%	16.9%
Santa Barbara County	12.3%	9.3%	15.3%	14.8%	10.8%	20.4%

Source: 2006-2008 American Community Survey 3-Year Estimates

Table 1.D-2: The Percentage of Latinos and Whites in Poverty by Gender in Cities with Available Data

	Santa Barbara	Oxnard	Ventura	Thousand Oaks	Santa Paula	Goleta	Lompoc	Santa Maria	Port Hueneme
White Males	11.2%	5.4%	6.3%	3.0%	n/a	5.7%	7.8%	8.1%	n/a
White Females	12.0%	6.3%	9.9%	2.8%	n/a	6.1%	10.6%	15.7%	n/a
Latinos	14.2%	15.5%	14.2%	11.4%	13.3%	n/a	21.3%	16.7%	15.8%
Latinas	24.9%	18.9%	18.9%	15.4%	22.7%	n/a	29.5%	20.1%	20.9%

Source: 2006-2008 American Community Survey 3-Year Estimates

2. Housing Security

Finding affordable housing is a challenging task for any family. For those renting, this can even be more difficult as renters have less security than home owners with few, if any protections from eviction. Housing is the highest cost for most families, usually a one quarter or more of a household's budget, followed by transportation and food costs.

2.A Women make up one third of homeless adults (The source of data for this section is the County of Ventura 2009 Homeless Count conducted by the Ventura County Homeless and Housing Coalition).

Recommendation: Women's shelters, emergency homeless shelters, and transitional housing are all important services that need to be supported.

- In Ventura County there are 2,193 homeless adults and children. Of the 1,842 adults, 33% (610) are women. Twelve percent (351) are homeless children. Unaccompanied children between the ages of 13-17 accounted for 1% (11).
- Oxnard, Ventura, and Simi Valley have the most homeless. Oxnard has 679 homeless adults and children, with 39% being women. Children account for 19% that are homeless. Ventura has 623 homeless adults and children with 27% being women. Children account for 6% that are homeless. Simi Valley has 303 homeless adults and children and 36% are women and 20% are children.

2.B Female headed households with children are more likely to be renting than living in a home that they own.

Recommendation: Single mothers need to have access to both home ownership programs as well as housing support services.

- In Santa Barbara County, there are 6,555 female headed family households with children that rent versus 2,152 that own the house they live in. In Ventura County 9,731 female headed family households with children rent versus 2,152 that own the house they live in.
- In Santa Maria (24.3%), Simi Valley (25.8%), and Lompoc (31.6%) female headed households with children make up a one-quarter or more of renting family households.

Table 2.B-1 Renter Occupied Households by Family Type

	Total Renter Occupied Households	Married Couple with Children	Male Headed Household with Children	Female Headed Household with Children	% of Renter Occupied Households that are Female Headed Households with Children
Ventura County	53,309	20,645	3,575	9,731	18.3%
Santa Barbara County	34,095	12,955	1,980	6,555	19.2%
Oxnard	14,994	6,315	665	2,861	19.1%
Santa Maria	8,957	3,852	605	2,180	24.3%
Ventura	8,423	2,858	870	1,547	18.4%
City of Santa Barbara	8,250	2,382	384	1,330	16.1%
Thousand Oaks	6,548	2,288	522	1,048	16.0%
Simi Valley	5,837	1,729	447	1,505	25.8%
Lompoc	3,890	1,393	225	1,228	31.6%
Camarillo	3,661	1,596	298	629	17.2%
Santa Paula	3,042	1,213	202	625	20.5%
Goleta	2,491	1,075	103	231	9.3%
Port Hueneme	2,203	973	88	279	12.7%
Moorpark	1,168	521	-	88	7.5%

Source: 2006-2008 American Community Survey 3-Year Estimates

Table 2.B-2 Owner Occupied Households by Family Type

	Total Owner Occupied Households	Married Couple with Children	Male Headed Household with Children	Female Headed Household with Children	% Owner Occupied that are Female Headed Households with Children
Ventura County	135,747	50,806	3,194	6,356	4.7%
Santa Barbara County	54,474	18,477	1,392	2,152	4.0%
Thousand Oaks	26,381	10,031	516	1,470	5.6%
Simi Valley	24,723	9,380	698	1,582	6.4%
Oxnard	22,194	8,241	652	959	4.3%
Ventura	16,604	5,535	316	662	4.0%
Camarillo	12,631	4,318	313	597	4.7%
Santa Maria	9,955	3,761	398	473	4.8%
City of Santa Barbara	9,706	2,628	328	315	3.2%
Moorpark	6,352	3,209	246	96	1.5%
Lompoc	4,411	1,932	100	68	1.5%
Goleta	4,200	1,490	38	266	6.3%
Santa Paula	3,244	1,084	29	119	3.7%
Port Hueneme	2,556	994	41	174	6.8%

Source: 2006-2008 American Community Survey 3-Year Estimates

3. Women and Education

Access to education and having the opportunity to obtain higher levels of education are vital to the success of young people in our communities. Education instills us with knowledge, skills, and a sense of accomplishment. K through 12 education is vital for preparing students for college and the workforce.

3.A While dropout rates are higher for males than females, youth of color have the highest dropout rates.

Recommendation: Need to focus resources to develop services to help at risk youth stay in school

- Regardless of gender in Ventura County, American Indians, Pacific Islanders, African Americans, and Latinos have the highest 4-year derived dropout rates.
- In Santa Barbara County, African American and Latino males and females have the highest dropout rates along with American Indian males.

Table 3.A-1 Ventura County High School Dropout Rates for 07-08 by Gender and Ethnicity

Ethnic Category	Female Grade 9-12 Dropout Total	Female Grade 9-12 Enrollment	Female Grade 9-12 4-year Derived Dropout Rate	Male Grade 9-12 Dropout Total	Male Grade 9-12 Enrollment	Male Grade 9-12 4-year Derived Dropout Rate
American Indian/Alaska Native	12	189	24.9%	14	190	28.0%
Asian	12	953	5.2%	10	966	4.2%
Pacific Islander	4	98	18.6%	10	97	34.2%
Filipino	4	456	3.4%	12	519	8.8%
Hispanic or Latino	505	10,355	18.9%	774	10,557	28.1%
African American (not Hispanic)	14	502	11.0%	33	527	21.2%
White	161	9,680	6.4%	270	10,428	10.1%
Multiple/No Response	15	584	11.2%	24	583	16.7%
Ventura County Total	727	22,817	12.4%	1,147	23,867	18.5%
California Total	32,677	980,839	13.1%	45,692	1,034,881	17.4%

Source: California Department of Education 07-08

Table 3.A-2 Santa Barbara County High School Dropout Rates for 07-08 by Gender and Ethnicity

Ethnic Category	Female Grade 9-12 Dropout Total	Female Grade 9-12 Enrollment	Female Grade 9-12 4-year Derived Dropout Rate	Male Grade 9-12 Dropout Total	Male Grade 9-12 Enrollment	Male Grade 9-12 4-year Derived Dropout Rate
American Indian/Alaska Native	1	62	7.1%	7	85	26.9%
Asian	2	301	2.6%	5	269	7.0%
Pacific Islander	1	13	100.0%	0	24	0.0%
Filipino	0	161	0.0%	0	163	0.0%
Hispanic or Latino	165	5,366	12.3%	287	5,844	19.6%
African American (not Hispanic)	12	237	18.7%	7	206	13.9%
White	58	3,615	6.0%	96	3,896	9.4%
Multiple/No Response	9	545	7.6%	8	461	8.8%
Santa Barbara County Total	248	10,300	9.4%	410	10,948	14.7%
California Total	32,677	980,839	13.1%	45,692	1,034,881	17.4%

Source: California Department of Education 07-08

3.B Female high school graduates meet UC/CSU course requirements at a higher rate than males but Latinos lag behind other ethnic groups in meeting these requirements.

Recommendation: Schools need to encourage students to take courses that prepare them for college and that challenge the students.

- Overall females in Ventura County graduate meeting college course requirements at 42% versus 34% for males. In Santa Barbara County this percentage is 37% for females versus 28% for males.
- In both Ventura and Santa Barbara Counties less than one third of American Indian, Latina, and African American females graduating from high school meet college course requirements.

Table 3.B.1 Ventura and Santa Barbara County High School Graduates Meeting UC/CSU Required Courses by Gender and Ethnicity, Part 1

Gender and Geography	American Indian or Alaska Native		Asian		Pacific Islander		Filipino		Hispanic or Latino	
	# of Grads	% Grads with UC/CSU Required Courses	# of Grads	% Grads with UC/CSU Required Courses	# of Grads	% Grads with UC/CSU Required Courses	# of Grads	% Grads with UC/CSU Required Courses	# of Grads	% Grads with UC/CSU Required Courses
Females in Ventura County	34	26.5%	228	68.9%	20	40.0%	117	60.7%	1,841	27.4%
Males in Ventura County	33	33.3%	244	59.8%	20	25.0%	120	49.2%	1,591	19.2%
Ventura County Total	67	29.9%	472	64.2%	40	32.5%	237	54.9%	3,432	23.6%
Females in Santa Barbara County	16	25.0%	71	70.4%	0	0.0%	44	40.9%	970	21.8%
Males in Santa Barbara County	19	10.5%	63	52.4%	2	0.0%	47	34.0%	894	14.3%
Santa Barbara County Total	35	17.1%	134	61.9%	2	0.0%	91	37.4%	1,864	18.2%
Females in California	1,672	27.5%	19,662	64.1%	1,317	31.6%	6,152	50.4%	76,478	25.7%
Males in California	1,402	23.5%	19,747	54.3%	1,187	22.7%	6,320	39.4%	66,998	18.7%
California Total	3,074	25.7%	39,409	59.2%	2,504	27.4%	12,472	44.8%	143,476	22.5%

Source: California Department of Education 07-08

Table 3.B.2 Ventura and Santa Barbara County High School Graduates Meeting UC/CSU Required Courses by Gender and Ethnicity, Part 2

Gender and Geography	African American		White (not Hispanic)		Multiple or No Response		Total	
	# of Grads	% Grads with UC/CSU Required Courses	# of Grads	% Grads with UC/CSU Required Courses	# of Grads	% Grads with UC/CSU Required Courses	# of Grads	% Grads with UC/CSU Required Courses
Females in Ventura County	95	32.6 %	2,421	49.5 %	94	40.4%	4,850	41.6%
Males in Ventura County	122	23.8%	2,389	41.2 %	90	31.1%	4,609	34.0%
Ventura County Total	217	27.6%	4,810	45.4 %	184	35.9%	9,459	37.9%
Females in Santa Barbara County	50	30.0%	898	50.4 %	82	46.3%	2,131	37.0%
Males in Santa Barbara County	33	30.3%	869	39.9%	68	39.7%	1,995	28.2%
Santa Barbara County Total	83	30.1%	1,767	45.3%	150	43.3%	4,126	32.8%
Females in California	14,012	27.4%	71,333	44.1%	4,215	35.4%	194,841	37.5%
Males in California	12,014	18.5%	70,011	35.5%	3,873	29.2%	181,552	30.1%
California Total	26,026	23.3%	141,344	39.8%	8,088	32.4%	376,393	33.9%

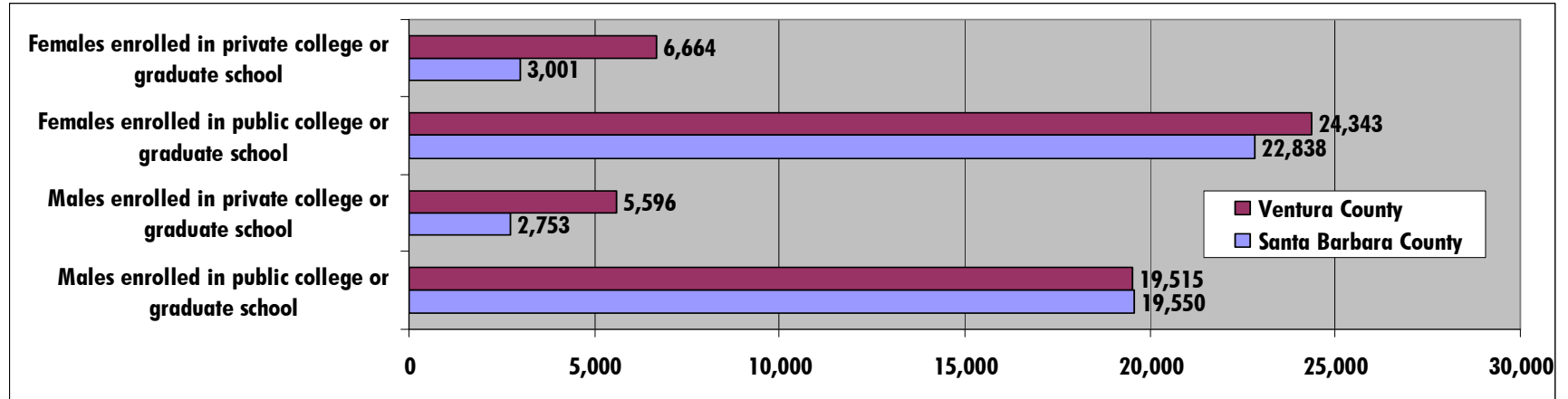
Source: California Department of Education 07-08

3.C. More women are enrolled in college, yet more men receive higher degrees.

Recommendation: Encourage women to pursue higher degrees

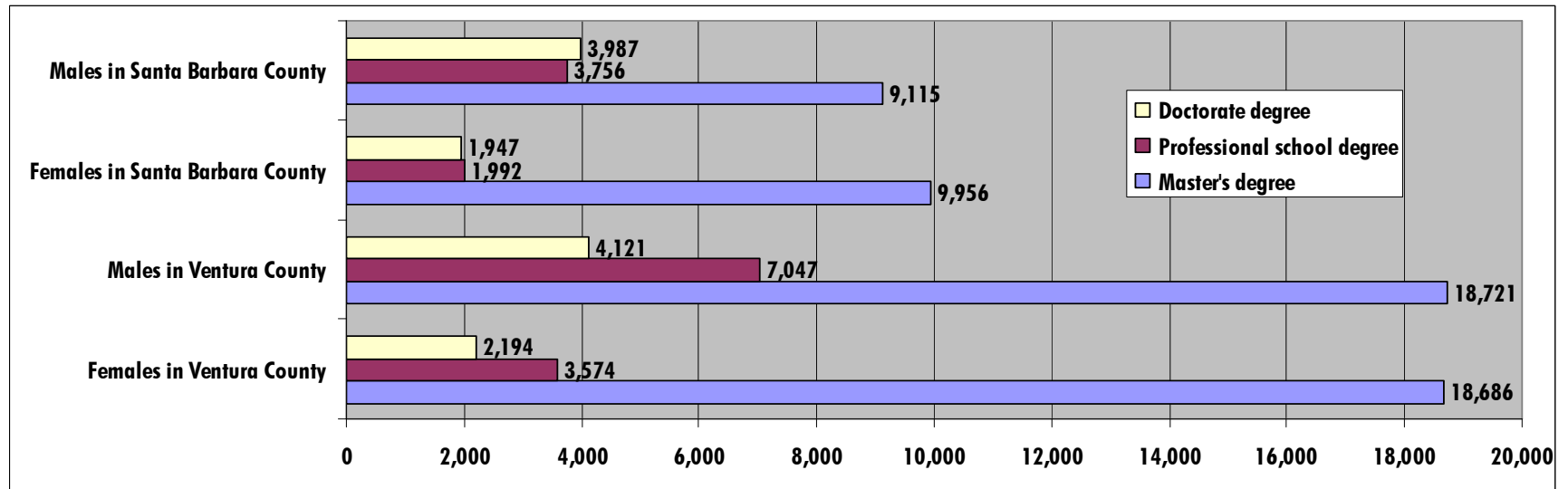
- In Santa Barbara County, 16% of women are enrolled in college or graduate school in comparison to only 13.7% of men. In Ventura County, 9.9% of women are enrolled in college or graduate school compared to 8.1% of men.
- Men receive a masters, professional, or doctoral degree much more than women. 11.1% of women in Santa Barbara County have a masters, professional, or doctoral degree compared to 13.6% of men. In Ventura County, 9.6% of women have attained a masters, professional, or doctoral degree compared to 12% of men.

Figure 3.C-1: College Enrollment by Gender and Age 15 Years and Above



Source: 2006-2008 American Community Survey 3-Year Estimates

Table 3.C-2: Higher Degree Attainment by Gender



Source: 2006-2008 American Community Survey 3-Year Estimates

4. Women and Transportation

Getting to and from our daily needs such as work or the grocery store can either be a stressful trip or a seamless part of our life. Access to good public transit in conjunction with the ease which we can walk and bike in our neighborhood often correlates with the quality of life in our community. Because women often hold more family responsibilities they often have to make the most trips in a household, which tend to be local short distanced trips.

4.A Women are more likely than men to ride public transit to work or work at home.

Recommendation: Increase access to affordable, convenient, safe and reliable public transportation. Any cuts in bus service or fare increases will disproportionately impact women more than men.

- In Santa Barbara County, 4.4% of women versus 3.4% of men used public transportation to get to work. In Ventura County 1.3% of women versus .9% of men use public transportation to get to work. The median earnings of those using public transit to work are the lowest median earnings by mode at \$19,138 for Santa Barbara County and \$19,061 in Ventura County except for those who walk to work.
- Women work at home at a higher rate than men in Ventura County where 6.1% of women work at home and in Santa Barbara County 7.4% of women work at home.

Table 4.A-1 Gender and Mode Choice of Workers 16 and Over in Santa Barbara and Ventura Counties

	Santa Barbara County Males	Santa Barbara County Females	Santa Barbara Median Earnings by Mode	Ventura County Males	Ventura County Females	Ventura County Median Earnings in Past 12 months by Mode
Drove alone	66.0%	66.9%	\$34,557	79.0%	78.3%	\$40,956
Carpooled:	15.8%	13.9%	\$22,261	12.1%	11.5%	\$23,545
Public transportation	3.4%	4.4%	\$19,185	0.9%	1.3%	\$19,061
Bicycle	4.3%	2.3%	\$19,838	0.8%	0.3%	\$26,328
Walked	3.9%	4.5%	\$17,425	1.9%	1.8%	\$12,500
Taxicab, motorcycle, or other means	1.6%	0.7%	\$19,838	1.4%	0.7%	\$26,328
Worked at home	5.1%	7.4%	\$32,315	3.9%	6.1%	\$34,177

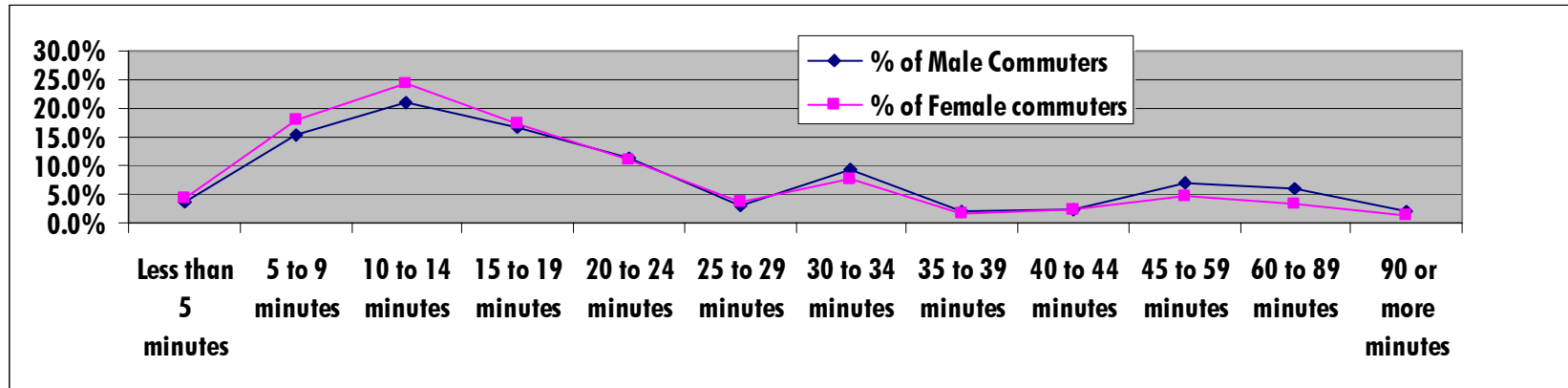
Source: 2006-2008 American Community Survey 3-Year Estimates

4.B Men Spend More Time Commuting than Women

Recommendation: Support policies that increase the opportunities for people to live and work in their community

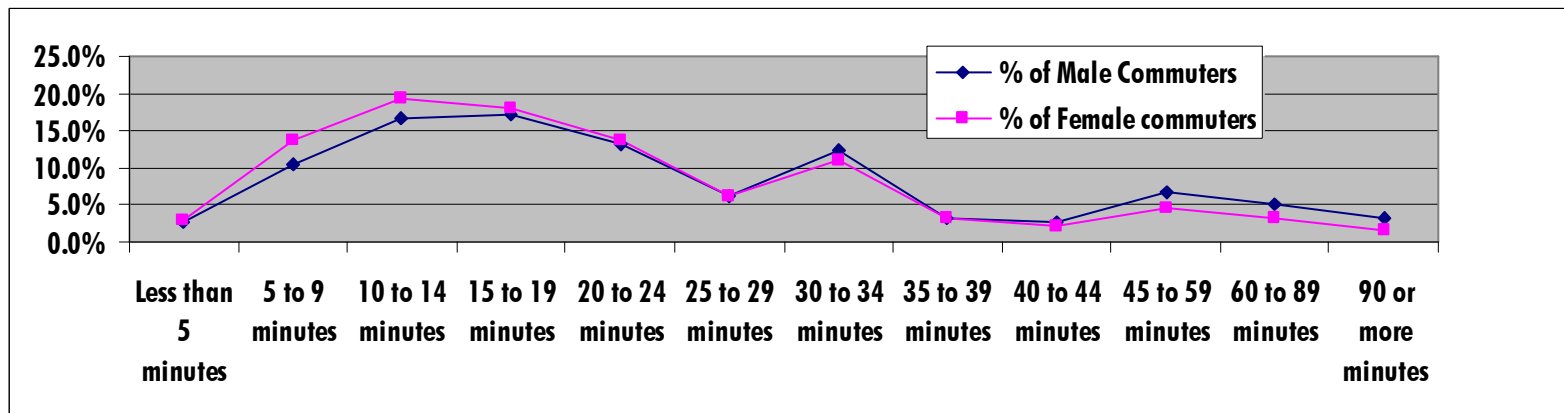
- In both Ventura and Santa Barbara Counties, the percentage of women commuting less than 30 minutes to work (less than an hour commuting a day) is lower than the percentage of men.
- In contrast in looking at those who spend over 30 minutes commuting to work (and thus over an hour a day commuting), we see the percentage of men increasing and at a higher figure than the percentage of women.

Figure 4.B-1 Santa Barbara County Workers and the Length of their Commute to Work



Source: 2006-2008 American Community Survey 3-Year Estimates

Figure 4.B-2 Ventura County Workers and the Length of their Commute to Work



Source: 2006-2008 American Community Survey 3-Year Estimates

5. Women and Work

The term “equal pay for equal work” does not apply to the women of Ventura and Santa Barbara Counties. Women are still segregated by occupation and disproportionately hold low wage jobs that are traditionally seen as “women’s work”. Unable to get out of low wage work, women struggle to make ends meet for their family and thus have higher rates of poverty than men.

5.A Across almost every industry, women earn less than men for full time work.

Recommendation: Eliminate inequities in pay scale between genders and ensure women are put into career paths that secure higher pay and responsibilities.

- In Ventura County (18%) and Santa Barbara County (22%) across all industries, women make about one-fifth less than men for full time work.
- In both Ventura and Santa Barbara Counties, women make a third less than men in the public administration and the manufacturing industries for full time work.

Table 5.A.1 Median Earnings for Full Time Year Around Work by Industry and Gender by County

Santa Barbara County	Men	Female	% Difference Between Males and Females	Ventura County	Males	Female	% Difference Between Males and Females
All Industries	\$45,454	\$37,304	18%	All Industries	\$54,476	\$42,349	22%
Agriculture, forestry, fishing and hunting, and mining:	\$22,973	\$19,052	17%	Agriculture, forestry, fishing and hunting, and mining	\$23,896	\$19,406	19%
Construction	\$43,348	\$59,931	-38%	Construction	\$48,674	\$41,205	15%
Manufacturing	\$64,168	\$42,797	33%	Manufacturing	\$61,740	\$40,702	34%
Wholesale trade	\$40,846	\$41,556	-2%	Wholesale trade	\$56,804	\$36,346	36%
Retail trade	\$40,786	\$30,121	26%	Retail trade	\$44,432	\$31,921	28%
Transportation and warehousing, and utilities	\$50,902	\$43,604	14%	Transportation and warehousing, and utilities	\$54,851	\$51,540	6%
Information	\$64,460	\$43,866	32%	Information	\$73,403	\$57,484	22%
Finance and insurance, and real estate and rental and leasing	\$57,286	\$43,997	23%	Finance and insurance, and real estate and rental and leasing	\$76,618	\$50,310	34%
Professional, scientific, and management, and administrative and waste management services	\$53,686	\$50,351	6%	Professional, scientific, and management, and administrative and waste management services	\$63,626	\$49,605	22%
Educational services, and health care and social assistance	\$45,798	\$39,220	14%	Educational services, and health care and social assistance	\$62,863	\$44,754	29%
Arts, entertainment, and recreation, and accommodation and food services	\$29,569	\$21,976	26%	Arts, entertainment, and recreation, and accommodation and food services	\$30,317	\$25,668	15%
Other services, except public administration	\$44,010	\$30,052	32%	Other services, except public administration	\$42,418	\$24,686	42%
Public administration	\$70,835	\$45,292	36%	Public administration	\$79,910	\$53,132	34%

Source: 2006-2008 American Community Survey 3-Year Estimates

5.B Occupations with the greatest percentage of women have a greater percentage of part time work and lower overall wages

Recommendation: Increasing the minimum wage as well as providing career paths to higher wages clearly is a benefit to working women.

- In Santa Barbara County, four of the five top occupations where women make up at least 74% of the workers have a greater percentage of part time work than the county average as well a median hourly wage less than the County average. The lone exception is for legal support workers which has by far the lowest number of workers of the different occupational categories.
- In Ventura County of the five occupations with the most women workers (over 72%), only one is below the county average for part time work and two are above the median hourly wage.
- On the other end of the spectrum in Santa Barbara County the five occupations with more than 80% men workers all have lower percentages of part time work than the county average and only one occupation has a median hourly wage below the County median hourly wage. In Ventura County in the top five male dominated occupations with greater than 85% men, all have part time work percentages less than the county average and only one has wages below the County median hourly wage.

Methodology of This Section

In this section we analyze data that separates jobs by the Standard Occupation Classification (SOC) system. While we used some larger occupation classifications, we broke some of the bigger classification into smaller occupational classifications. This resulted in 29 occupational classifications that we analyze in Section 5.B, 5.C, and 5.D.

To analyze the data to better understand issues of gender and wage equity we sorted this table in three ways:

1. By the female to male ratio of the occupations,
2. By the percentage of part time work for the occupations, and
3. By the median hourly wage of the occupations.

We then examined the top and bottom five occupations in these tables to analyze gender differences.

Table 5.B-1 Santa Barbara County Occupations Sorted by Greatest Female to Male Ratio

	Mean Annual wage	Median Hourly	Male Workers	Female Workers	Female to Male ratio	% Part Time
Santa Barbara County Totals	\$44,622	\$16.20			45%	42%
Healthcare support occupations	\$31,033	\$14.11	561	3,197	85%	51%
Legal support workers	\$56,284	\$24.64	96	372	79%	34%
Cashiers	\$21,902	\$9.39	1,073	3,385	76%	75%
Personal care and service occupations	\$26,271	\$11.02	2,303	6,619	74%	56%
Office and administrative support occupations	\$36,096	\$15.83	6,372	17,928	74%	45%
Waiters and waitresses	\$19,732	\$8.88	808	2,151	73%	76%
Healthcare practitioner and technical occupations	\$77,875	\$36.58	2,125	4,883	70%	43%
Education, training, and library occupations	\$55,417	\$26.13	4,440	8,580	66%	61%
Community and social services occupations	\$50,578	\$18.91	1,106	1,873	63%	44%
Business and financial operations occupations	\$72,218	\$30.70	3,111	3,658	54%	28%
Retail sales workers except cashiers	\$23,983	\$11.01	2,366	2,738	54%	64%
Other sales and related workers including supervisors	\$56,934	\$18.66	3,664	4,025	52%	40%
Life, physical, and social science occupations	\$81,407	\$30.99	1,098	1,204	52%	40%
Arts, design, entertainment, sports, and media occupations	\$61,050	\$23.75	2,815	2,434	46%	49%
Other food preparation and serving workers including supervisors	\$19,635	\$8.82	1,437	1,216	46%	61%
Food and beverage serving workers except waiters/waitresses	\$26,607	\$9.70	675	559	45%	60%
Sales representatives, services, wholesale and manufacturing	\$84,210	\$38.29	1,899	983	34%	34%
Management occupations	\$114,423	\$42.89	11,704	6,036	34%	26%
Cooks and food preparation workers	\$26,311	\$11.11	3,089	1,492	33%	54%
Farming, fishing, and forestry occupations	\$21,055	\$9.17	6,589	3,063	32%	41%
Building and grounds cleaning and maintenance occupations	\$27,562	\$10.56	8,268	3,610	30%	39%
Production occupations	\$32,482	\$14.66	4,860	1,920	28%	25%
Lawyers	\$144,621	\$70.60	751	243	24%	6%
Computer and mathematical occupations	\$77,916	\$33.66	3,139	844	21%	27%
Architecture and engineering occupations	\$86,182	\$36.09	4,086	981	19%	26%
Protective service occupations	\$47,015	\$28.92	3,300	764	19%	29%
Transportation and material moving occupations	\$29,471	\$13.22	6,539	1,300	17%	38%
Installation, maintenance, and repair occupations	\$46,477	\$18.96	4,594	217	5%	22%
Construction and extraction occupations	\$46,405	\$21.66	10,748	163	1%	38%

Source: 2006-2008 American Community Survey 3-Year Estimates and California EDD Occupational Employment Wage 2009 1st Quarter Data for Santa Barbara County

Table 5.B-2 Ventura County Occupations Sorted by Greatest Female to Male Ratio

	Mean Annual wage	Median Hourly	Male Workers	Female Workers	Female to Male ratio	% Part Time
Ventura County Totals	\$47,248	\$16.94			44%	35%
Healthcare support occupations	\$31,033	\$13.80	770	5,541	88%	50%
Personal care and service occupations	\$26,271	\$10.99	3,097	10,292	77%	58%
Legal support workers	\$56,284	\$26.65	328	998	75%	27%
Education, training, and library occupations	\$55,417	\$25.20	5,120	14,066	73%	63%
Office and administrative support occupations	\$36,096	\$16.00	15,327	39,063	72%	36%
Healthcare practitioner and technical occupations	\$77,875	\$33.79	4,813	10,322	68%	40%
Cashiers	\$21,902	\$9.19	2,637	5,096	66%	72%
Community and social services occupations	\$50,578	\$22.66	2,198	3,978	64%	36%
Waiters and waitresses	\$19,732	\$8.89	1,807	2,947	62%	75%
Other food preparation and serving workers including supervisors	\$19,635	\$9.18	1,570	1,943	55%	57%
Food and beverage serving workers except waiters/waitresses	\$26,607	\$12.07	1,006	1,228	55%	77%
Business and financial operations occupations	\$72,218	\$31.12	9,070	9,986	52%	20%
Retail sales workers except cashiers	\$23,983	\$9.73	5,090	5,268	51%	56%
Other sales and related workers including supervisors	\$56,934	\$23.16	10,279	7,068	41%	27%
Sales representatives, services, wholesale and manufacturing	\$84,210	\$41.14	6,295	4,078	39%	22%
Life, physical, and social science occupations	\$81,407	\$35.64	2,600	1,678	39%	28%
Cooks and food preparation workers	\$26,311	\$11.97	3,607	2,257	38%	42%
Arts, design, entertainment, sports, and media occupations	\$61,050	\$23.63	5,304	3,045	36%	48%
Management occupations	\$114,423	\$48.72	28,362	15,694	36%	19%
Production occupations	\$32,482	\$13.69	13,590	7,434	35%	23%
Building and grounds cleaning and maintenance occupations	\$27,562	\$11.74	10,872	5,101	32%	41%
Farming, fishing, and forestry occupations	\$21,055	\$9.26	8,413	3,102	27%	37%
Computer and mathematical occupations	\$77,916	\$37.01	7,440	2,589	26%	20%
Lawyers	\$144,621	\$61.57	2,035	675	25%	22%
Protective service occupations	\$47,015	\$17.77	6,205	1,050	14%	19%
Transportation and material moving occupations	\$29,471	\$11.88	14,117	2,286	14%	33%
Architecture and engineering occupations	\$86,182	\$39.93	10,103	1,302	11%	13%
Installation, maintenance, and repair occupations	\$46,477	\$21.53	11,935	584	5%	18%
Construction and extraction occupations	\$46,405	\$20.59	20,376	614	3%	34%

Source: 2006-2008 American Community Survey 3-Year Estimates and California EDD Occupational Employment Wage 2009 1st Quarter Data for Ventura County

5.C Occupations that have the greatest percentage of part time work have a higher percentage of women workers and pay lower wages.

Recommendation: Employers need to be flexible with work hours because often women seek part time work because it allows them to balance their job with family responsibilities.

- In Santa Barbara County, where part time work makes up more than 60% of the occupational sector, the five occupations all have a greater female to male ratio than the county average and four of the five occupations have a median hourly wage of less than the county median hourly wage.
- In Ventura County, where part time work makes up more than 60% of the occupational sectors, these five occupations all have a female to male ratio over 50% and four of the five occupations have a median hourly wage of less than county median hourly wage.
- On the other end of the spectrum in Santa Barbara County the five occupations with more than 75% full time work all have lower percentages of female workers than the county average and only one occupation has a median hourly wage below the County median hourly wage.
- In Ventura County in the five occupations with the highest percentage of full time work of 80% or more, all have wages greater than the county median hourly wage less than the county average and all a lower percentage of female workers compared to the county average.

5.D Women are segregated into occupations that earn less money. Occupations that are the lowest paid primarily have a greater percentage of women and part time work than the highest paid occupations that are primarily full time work and dominated by men.

Recommendation: Need to develop means to measure and move towards pay equity between genders.

- In Santa Barbara County in the top five paying occupations, men make up two thirds or more of the workers in four of the five occupations and have a lower percentage of part time work than the county average in four of the five occupations.
- In Ventura County in the top five paying occupations, men make up three fifths or more of the workers and all the occupations have a lower percentage of part time work than the county average.
- On the other end of the pay spectrum in Santa Barbara County where the median hourly wage is under \$10, four of the five occupations have a higher percentage of female workers and four of the five have a higher percentage of part time workers than the county average.
- In Ventura County where the median hourly wage is also under \$10 for the lowest paying occupations, four of the five occupations have a higher percentage of female workers and all have a higher percentage of part time workers than the county average.

Table 5.C-1 Santa Barbara County Occupations Sorted by Percent Part Time Work

	Mean Annual wage	Median Hourly	Male Workers	Female Workers	Female to Male ratio	% Part Time
Santa Barbara County Totals	\$44,622	\$16.20			45%	42%
Waiters and waitresses	\$19,732	\$8.88	808	2,151	73%	76%
Cashiers	\$21,902	\$9.39	1,073	3,385	76%	75%
Retail sales workers except cashiers	\$23,983	\$11.01	2,366	2,738	54%	64%
Other food preparation and serving workers including supervisors	\$19,635	\$8.82	1,437	1,216	46%	61%
Education, training, and library occupations	\$55,417	\$26.13	4,440	8,580	66%	61%
Food and beverage serving workers except waiters/waitresses	\$26,607	\$9.70	675	559	45%	60%
Personal care and service occupations	\$26,271	\$11.02	2,303	6,619	74%	56%
Cooks and food preparation workers	\$26,311	\$11.11	3,089	1,492	33%	54%
Healthcare support occupations	\$31,033	\$14.11	561	3,197	85%	51%
Arts, design, entertainment, sports, and media occupations	\$61,050	\$23.75	2,815	2,434	46%	49%
Office and administrative support occupations	\$36,096	\$15.83	6,372	17,928	74%	45%
Community and social services occupations	\$50,578	\$18.91	1,106	1,873	63%	44%
Healthcare practitioner and technical occupations	\$77,875	\$36.58	2,125	4,883	70%	43%
Farming, fishing, and forestry occupations	\$21,055	\$9.17	6,589	3,063	32%	41%
Life, physical, and social science occupations	\$81,407	\$30.99	1,098	1,204	52%	40%
Other sales and related workers including supervisors	\$56,934	\$18.66	3,664	4,025	52%	40%
Building and grounds cleaning and maintenance occupations	\$27,562	\$10.56	8,268	3,610	30%	39%
Transportation and material moving occupations	\$29,471	\$13.22	6,539	1,300	17%	38%
Construction and extraction occupations	\$46,405	\$21.66	10,748	163	1%	38%
Legal support workers	\$56,284	\$24.64	96	372	79%	34%
Sales representatives, services, wholesale and manufacturing	\$84,210	\$38.29	1,899	983	34%	34%
Protective service occupations	\$47,015	\$28.92	3,300	764	19%	29%
Business and financial operations occupations	\$72,218	\$30.70	3,111	3,658	54%	28%
Computer and mathematical occupations	\$77,916	\$33.66	3,139	844	21%	27%
Architecture and engineering occupations	\$86,182	\$36.09	4,086	981	19%	26%
Management occupations	\$114,423	\$42.89	11,704	6,036	34%	26%
Production occupations	\$32,482	\$14.66	4,860	1,920	28%	25%
Installation, maintenance, and repair occupations	\$46,477	\$18.96	4,594	217	5%	22%
Lawyers	\$144,621	\$70.60	751	243	24%	6%

Source: 2006-2008 American Community Survey 3-Year Estimates and California EDD Occupational Employment Wage 2009 1st Quarter Data for Santa Barbara County

Table 5.C-2 Ventura County Occupations Sorted by Percent Part Time Work

	Mean Annual wage	Median Hourly	Male Workers	Female Workers	Female to Male ratio	% Part Time
Ventura County Totals	\$47,248	\$16.94			44%	35%
Food and beverage serving workers except waiters/waitresses	\$26,607	\$12.07	1,006	1,228	55%	77%
Waiters and waitresses	\$19,732	\$8.89	1,807	2,947	62%	75%
Cashiers	\$21,902	\$9.19	2,637	5,096	66%	72%
Education, training, and library occupations	\$55,417	\$25.20	5,120	14,066	73%	63%
Personal care and service occupations	\$26,271	\$10.99	3,097	10,292	77%	58%
Other food preparation and serving workers including supervisors	\$19,635	\$9.18	1,570	1,943	55%	57%
Retail sales workers except cashiers	\$23,983	\$9.73	5,090	5,268	51%	56%
Healthcare support occupations	\$31,033	\$13.80	770	5,541	88%	50%
Arts, design, entertainment, sports, and media occupations	\$61,050	\$23.63	5,304	3,045	36%	48%
Cooks and food preparation workers	\$26,311	\$11.97	3,607	2,257	38%	42%
Building and grounds cleaning and maintenance occupations	\$27,562	\$11.74	10,872	5,101	32%	41%
Healthcare practitioner and technical occupations	\$77,875	\$33.79	4,813	10,322	68%	40%
Farming, fishing, and forestry occupations	\$21,055	\$9.26	8,413	3,102	27%	37%
Office and administrative support occupations	\$36,096	\$16.00	15,327	39,063	72%	36%
Community and social services occupations	\$50,578	\$22.66	2,198	3,978	64%	36%
Construction and extraction occupations	\$46,405	\$20.59	20,376	614	3%	34%
Transportation and material moving occupations	\$29,471	\$11.88	14,117	2,286	14%	33%
Life, physical, and social science occupations	\$81,407	\$35.64	2,600	1,678	39%	28%
Legal support workers	\$56,284	\$26.65	328	998	75%	27%
Other sales and related workers including supervisors	\$56,934	\$23.16	10,279	7,068	41%	27%
Production occupations	\$32,482	\$13.69	13,590	7,434	35%	23%
Lawyers	\$144,621	\$61.57	2,035	675	25%	22%
Sales representatives, services, wholesale and manufacturing	\$84,210	\$41.14	6,295	4,078	39%	22%
Business and financial operations occupations	\$72,218	\$31.12	9,070	9,986	52%	20%
Computer and mathematical occupations	\$77,916	\$37.01	7,440	2,589	26%	20%
Protective service occupations	\$47,015	\$17.77	6,205	1,050	14%	19%
Management occupations	\$114,423	\$48.72	28,362	15,694	36%	19%
Installation, maintenance, and repair occupations	\$46,477	\$21.53	11,935	584	5%	18%
Architecture and engineering occupations	\$86,182	\$39.93	10,103	1,302	11%	13%

Source: 2006-2008 American Community Survey 3-Year Estimates and California EDD Occupational Employment Wage 2009 1st Quarter Data for Ventura County

Table 5.D-1 Santa Barbara County Occupations Sorted by Median Hourly Wage

	Mean Annual wage	Median Hourly	Male Workers	Female Workers	female to male ratio	Full Time work
Total:	\$44,622	\$16.20			45%	42%
Lawyers	\$152,330	\$70.60	751	243	24%	6%
Management occupations:	\$101,246	\$42.89	11,704	6,036	34%	26%
Sales representatives, services, wholesale and manufacturing	\$84,210	\$38.29	1,899	983	34%	34%
Healthcare practitioner and technical occupations	\$77,875	\$36.58	2,125	4,883	70%	43%
Architecture and engineering occupations	\$82,727	\$36.09	4,086	981	19%	26%
Computer and mathematical occupations	\$77,916	\$33.66	3,139	844	21%	27%
Life, physical, and social science occupations	\$81,407	\$30.99	1,098	1,204	52%	40%
Business and financial operations occupations	\$72,218	\$30.70	3,111	3,658	54%	28%
Protective service occupations	\$47,015	\$28.92	3,300	764	19%	29%
Education, training, and library occupations	\$55,417	\$26.13	4,440	8,580	66%	61%
Legal support workers	\$56,284	\$24.64	96	372	79%	34%
Arts, design, entertainment, sports, and media occupations	\$61,050	\$23.75	2,815	2,434	46%	49%
Construction and extraction occupations	\$46,405	\$21.66	10,748	163	1%	38%
Installation, maintenance, and repair occupations	\$41,907	\$18.96	4,594	217	5%	22%
Community and social services occupations	\$50,578	\$18.91	1,106	1,873	63%	44%
Other sales and related workers including supervisors	\$56,934	\$18.66	3,664	4,025	52%	40%
Office and administrative support occupations	\$36,096	\$15.83	6,372	17,928	74%	45%
Production occupations	\$34,854	\$14.66	4,860	1,920	28%	25%
Healthcare support occupations	\$31,033	\$14.11	561	3,197	85%	51%
Transportation and material moving occupations	\$29,471	\$13.22	6,539	1,300	17%	38%
Cooks and food preparation workers	\$26,311	\$11.11	3,089	1,492	33%	54%
Personal care and service occupations	\$26,271	\$11.02	2,303	6,619	74%	56%
Retail sales workers except cashiers	\$23,983	\$11.01	2,366	2,738	54%	64%
Building and grounds cleaning and maintenance occupations	\$27,562	\$10.56	8,268	3,610	30%	39%
Food and beverage serving workers except waiters/waitresses	\$26,607	\$9.70	675	559	45%	60%
Cashiers	\$21,902	\$9.39	1,073	3,385	76%	75%
Farming, fishing, and forestry occupations	\$21,055	\$9.17	6,589	3,063	32%	41%
Waiters and waitresses	\$19,732	\$8.88	808	2,151	73%	76%
Other food preparation and serving workers including supervisors	\$19,635	\$8.82	1,437	1,216	46%	61%

Source: 2006-2008 American Community Survey 3-Year Estimates and California EDD Occupational Employment Wage 2009 1st Quarter Data for Santa Barbara County

Table 5.D-2 Ventura County Occupations Sorted by Median Hourly Wage

	Mean Annual wage	Median Hourly	Male Workers	Female Workers	female to male ratio	%Part Time
Ventura County Totals	\$47,248	\$16.94			44%	35%
Lawyers	\$144,621	\$61.57	2,035	675	25%	22%
Management occupations	\$114,423	\$48.72	28,362	15,694	36%	19%
Sales representatives, services, wholesale and manufacturing	\$84,210	\$41.14	6,295	4,078	39%	22%
Architecture and engineering occupations	\$86,182	\$39.93	10,103	1,302	11%	13%
Computer and mathematical occupations	\$77,916	\$37.01	7,440	2,589	26%	20%
Life, physical, and social science occupations	\$81,407	\$35.64	2,600	1,678	39%	28%
Healthcare practitioner and technical occupations	\$77,875	\$33.79	4,813	10,322	68%	40%
Business and financial operations occupations	\$72,218	\$31.12	9,070	9,986	52%	20%
Legal support workers	\$56,284	\$26.65	328	998	75%	27%
Education, training, and library occupations	\$55,417	\$25.20	5,120	14,066	73%	63%
Arts, design, entertainment, sports, and media occupations	\$61,050	\$23.63	5,304	3,045	36%	48%
Other sales and related workers including supervisors	\$56,934	\$23.16	10,279	7,068	41%	27%
Community and social services occupations	\$50,578	\$22.66	2,198	3,978	64%	36%
Installation, maintenance, and repair occupations	\$46,477	\$21.53	11,935	584	5%	18%
Construction and extraction occupations	\$46,405	\$20.59	20,376	614	3%	34%
Protective service occupations	\$47,015	\$17.77	6,205	1,050	14%	19%
Office and administrative support occupations	\$36,096	\$16.00	15,327	39,063	72%	36%
Healthcare support occupations	\$31,033	\$13.80	770	5,541	88%	50%
Production occupations	\$32,482	\$13.69	13,590	7,434	35%	23%
Food and beverage serving workers except waiters/waitresses	\$26,607	\$12.07	1,006	1,228	55%	77%
Cooks and food preparation workers	\$26,311	\$11.97	3,607	2,257	38%	42%
Transportation and material moving occupations	\$29,471	\$11.88	14,117	2,286	14%	33%
Building and grounds cleaning and maintenance occupations	\$27,562	\$11.74	10,872	5,101	32%	41%
Personal care and service occupations	\$26,271	\$10.99	3,097	10,292	77%	58%
Retail sales workers except cashiers	\$23,983	\$9.73	5,090	5,268	51%	56%
Farming, fishing, and forestry occupations	\$21,055	\$9.26	8,413	3,102	27%	37%
Cashiers	\$21,902	\$9.19	2,637	5,096	66%	72%
Other food preparation and serving workers including supervisors	\$19,635	\$9.18	1,570	1,943	55%	57%
Waiters and waitresses	\$19,732	\$8.89	1,807	2,947	62%	75%

Source: 2006-2008 American Community Survey 3-Year Estimates and California EDD Occupational Employment Wage 2009 1st Quarter Data for Ventura County