



# The Report on the Status of Women in San Francisco 2016



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Mayor



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DEPARTMENT ON THE  
STATUS OF WOMEN**

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### About the City Hall Fellows

The City Hall Fellows program aims to foster community stewardship and prepare recent college graduates for leadership roles in public service. The fellows' placement in City agencies provides exposure to the workings of government and the opportunity to contribute to projects that have a direct impact on City operations while gaining professional development and workplace skills.

Josie Ahrens, placed in Capital Financial Planning and Analysis for the San Francisco Municipal Transportation Agency, is a graduate of Macalester College with a B.A. in Geography and Urban Studies. She is originally from Los Angeles, California.

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## Introduction

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The mission of the San Francisco Commission on the Status of Women (Commission) is to ensure that women and girls in San Francisco have equal economic, social, political, and educational opportunities. The Department on the Status of Women (Department) implements this mission with a focus on populations most in need. The Department regularly analyzes data, reports on findings, and develops recommendations on issues relevant to women, particularly in areas of women's human rights, gender equality in the workplace, and violence against women. As such, the *2016 Report on the Status of Women in San Francisco* provides insight on key topics that measure the condition of women in the City and County of San Francisco.

This report is the second of its kind produced by the Department. In the seven years since the Department's first *Report on the Status of Women in San Francisco (2009 Report)* was completed, the city has experienced significant changes. By comparing changes in key indicators from the *2009 Report*, as well as including additional data points, the *2016 Report* presents a picture of the effects of the 2008 Recession and following economic recovery, the progress the City has made on issues relevant to women, and the areas needing further attention, research, and policy response. In Mayor Edwin M. Lee's *2015 State of the City Address*, he identified gender equality as a key component of shared prosperity for all San Franciscans. Mayor Lee highlighted the importance of guaranteeing all women can access the opportunities they have earned and deserve, but are too often denied, and ensuring women have the ability to live without the fear of violence. As part of his commitment, Mayor Lee and Oakland Mayor Libby Schaaf joined together in hosting the Bay Area Women's Summit in partnership with the Women's Foundation of California in June 2016. This report aims to continue that conversation and inform the ongoing implementation of policies and programs to advance women's economic empowerment, opportunity, and full equality in San Francisco.

The *2016 Report* presents data from public sources to examine four key areas relevant to women's well-being in San Francisco: Demographics, Economics and Employment, Housing, and Civic Engagement. Information is disaggregated by sex, race and ethnicity, age, and other characteristics whenever possible. It is important to mention that limited data is collected or available for women who are lesbian, bisexual, or transgender. These individuals are likely not adequately represented in the following report and the inclusion of sexual orientation and gender identity should be a priority for future reports.



## Summary of Key Findings

There were several key findings from the data researched and analyzed in the following report. While elaborated on in more detail in their respective sections, some deserve mention at the outset due to their overall implications for the city.

### Demographics

Women of color made up more than half of the female population in San Francisco and more than one-third of women were foreign-born. The racial and ethnic makeup of women in the city has changed in recent years, as the percent of White and Latina women increased slightly, and the percent of Asian and Black women decreased slightly. The female population in the city was also older than that of the state and nation and when compared to San Francisco several years ago. The population of girls has decreased while there was a growing population of senior women ages 65 and older. Although accurate data on sexual orientation and gender identity was limited, San Francisco had a large lesbian, gay, bisexual, and transgender population.

### Economics and Employment

Analysis of economic and employment indicators for women in San Francisco showed that across the board, women fared worse than men in nearly all areas. However, women in San Francisco were mostly doing better than their counterparts in California and the U.S. Women at all geographic levels were more likely to live in poverty than men, but fewer women in San Francisco did. Women in San Francisco had lower unemployment rates compared to women in the state and nation and men in the city. Yet, fewer women than men were participating in the labor force. Women were still

highly constrained to perceived “female” job roles such as health, education, service, and administration, while traditionally-male occupations in construction, architecture, and computers remained male-dominated. The gender pay gap also persisted for women in San Francisco. Although it closed slightly since the *2009 Report*, it increased for women with the least education. Additionally, women were less likely to own businesses and businesses owned by men were twice as likely to have paid employees as women-owned businesses in San Francisco.

### Housing

Housing issues were particularly challenging for single mothers. Married families were more likely to own their home while single mothers were more likely to rent their home in San Francisco. Compared to the 58 counties in California, San Francisco ranked the worst for housing affordability as rent approached 65% of a single mother’s median income, an increase from about 50% in 2008. Unaffordable housing was one of the contributors to San Francisco’s large homeless population, an estimated one-third of whom were women.

### Civic Engagement

While women exceed parity on the Board of Education and women’s representation increased by one more seat on the 11-member Board of Supervisors, the City still lacked a single woman among its members of the state legislature. Further, women in San Francisco were less likely to vote than at the state and national level and had lower rates of registration and voting compared to men in San Francisco.

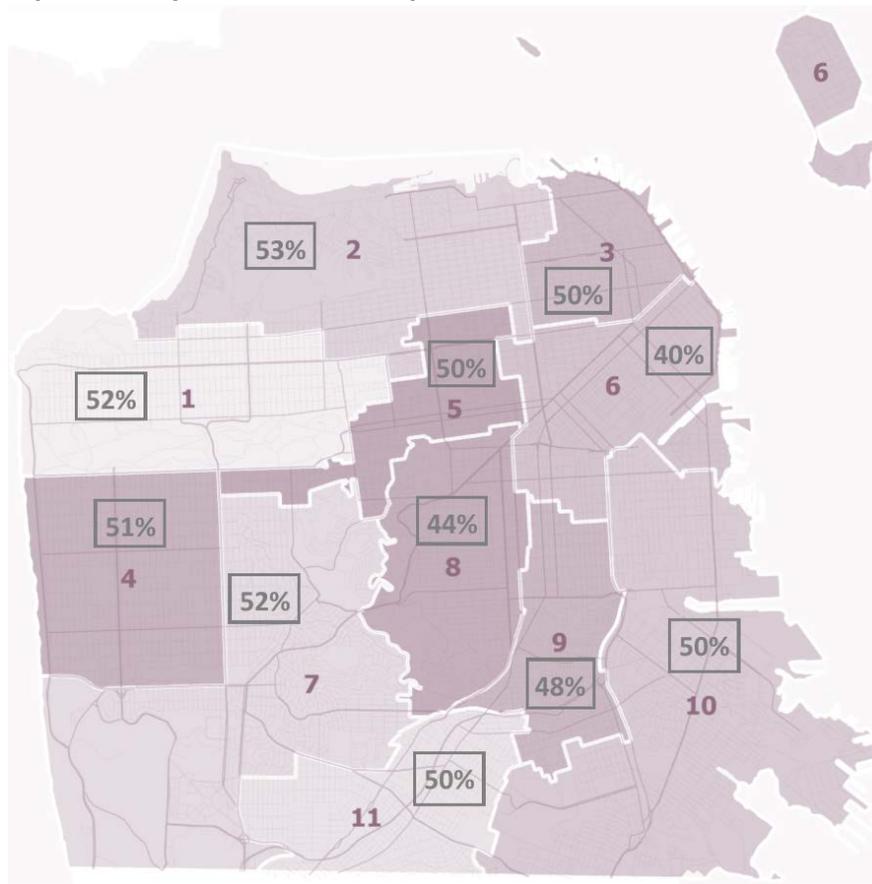
## Demographics

This section presents a picture of women in San Francisco to provide context for the rest of the report. The U.S. Census Bureau estimated San Francisco's population at just over 850,000 residents. Women were slightly less than half of the population at 49%. San Francisco women were a diverse population, more than half were non-white and more than one-third were born outside the U.S. Of the female population in the city, one in five was between the ages of 25 and 34, yet there was also a growing population of senior women aged 65 and older. While accurate data on sexual orientation and gender identity was limited, the 2010 U.S. Census showed that San Francisco was home to more than 2,700 female same-sex couples.

### A. Location of Women in San Francisco

Women live across the city of San Francisco. However, analysis by the Planning Department found higher concentrations of women in the western part of the city (supervisorial districts 1, 2, 4, and 7). While the majority of neighborhoods had at least 50% women, there was a range of 20 percentage points between the areas with the highest (56% in Pacific Heights) and lowest (36% in Castro/Upper Market) proportion of women residents. Figure 1 below shows the geographical distribution of women in San Francisco by Board of Supervisors districts. For a list of the female population in San Francisco by neighborhood, see Figure 29 in the Appendix.

**Figure 1: Female Population by San Francisco Supervisorial District, 2012**

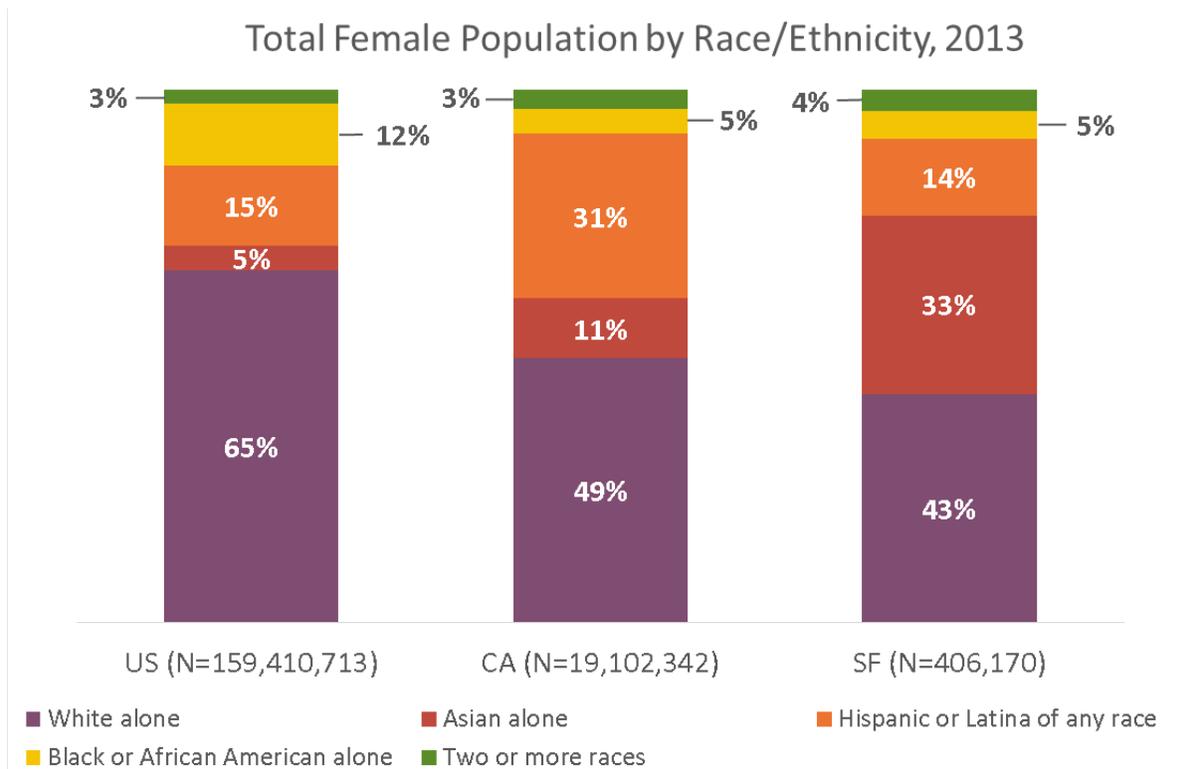


Source: San Francisco Planning Department, Socio-Economic Profiles for 2012 Supervisorial Districts, 2012.

## B. Race and Ethnicity of Women in San Francisco

San Francisco has a long-standing reputation as an ethnically diverse city with the majority of the female population comprised of women of color. Asian women were one-third of women living in San Francisco, Latina women were 14%, and Black women and multiracial women each made up about 5% of the female population. However, this represents a shift in the racial demographics of the city's female population since the *2009 Report* as the percentage of Asian and Black women decreased and the percentage of Latina and White women increased. There are several stark differences in the racial and ethnic composition between the female populations of the city, state, and nation as presented in Figure 2 below.

**Figure 2: Women of Color Make Up Majority of Female Population**



Source: U.S. Census, American Community Survey 3-Year Estimates, 2013.

San Francisco's female population was 43% White compared to the state at 49% and the nation at 65%. At 33%, the percentage of Asian women which made up the population was three times greater in San Francisco than in California and more than six times greater than in the U.S. The city's Latina population was similar to the nation as a whole at 14% and 15% respectively, but San Francisco had less than half of the percentage of Latinas than the state population, where they made up 31% of women. While the city had an equal percentage to California of Black or African American women in the female population at 5%, it was much less than the U.S. as a whole, where 12% of women were Black or African American. The representation of women who identify as two or more races was nearly consistent across geographic levels although slightly greater by one percentage point in San Francisco.

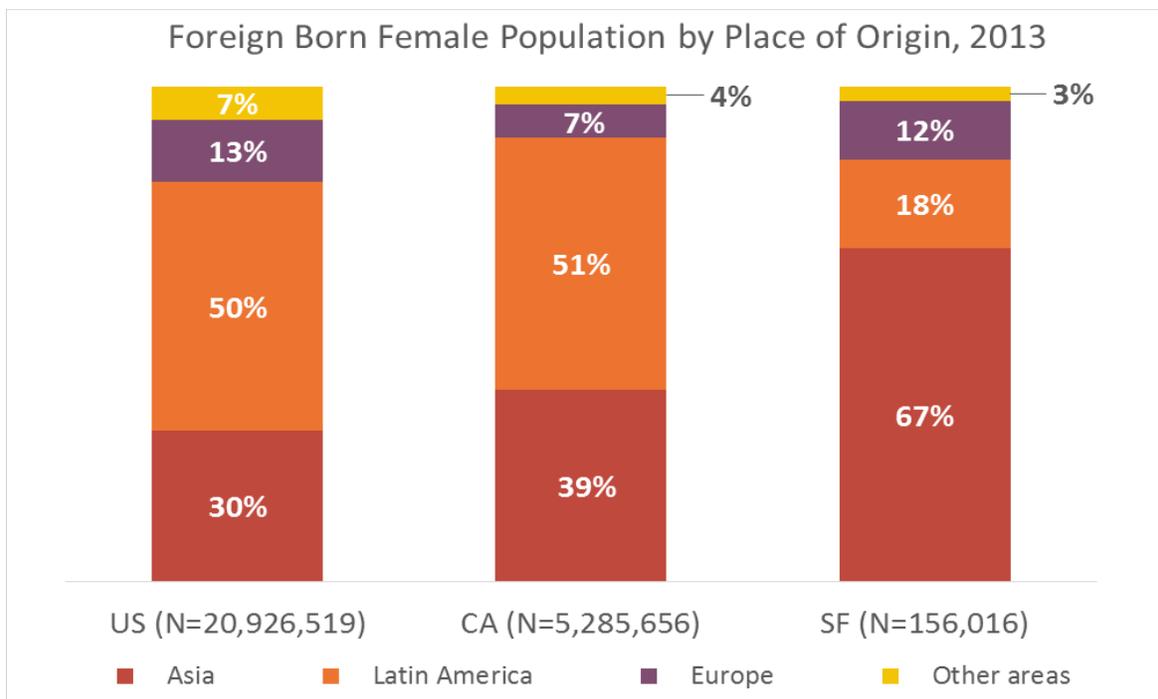
Both San Francisco and California had a larger proportion of White women in 2013 as compared to 2006. The city's population increased just one percentage point while the share of White women in the state grew at a much

greater rate, from 43% to 49%. The city's Latina population increased from 13% in 2006 to 15% in 2013. Meanwhile, Latinas decreased as a percentage of the state female population during the same time period from 35% to 31%. The percentage of Asian women in San Francisco decreased one point to 33% in 2013 and also dropped from 13% to 11% of the female population in California. The percentage of Black women also decreased in the city compared to 2006, from 6% of the female population to 5% in 2013 while remaining around 5% of the female population in the state. This drop represented 16% fewer Black women in the city's female population and demonstrates the continuance of a shrinking African American population from the peak of the Black population at 13% of San Franciscans, as measured by the 1970 U.S. Census. Meanwhile, the racial demographics of the U.S. female population were unchanged.

### C. Immigrant Women in San Francisco

The city's population includes a much larger percentage of immigrants (36%) than California (27%) and the U.S. (13%). Although San Francisco's population was 51% male, women comprised a majority of the city's immigrant population at 53%. Immigrant women also became naturalized citizens at greater rates than men at all geographic levels. In San Francisco, 64% of foreign-born adult women were naturalized U.S. citizens compared to 56% of foreign-born adult men according to the Census Bureau. The city's diverse foreign-born population differed greatly from the state and nation. The composition by place of origin of the female immigrant population in the city, state, and nation, shown in Figure 3 below, remained consistent since the *2009 Report*.

**Figure 3: Immigrant Women in San Francisco Differ from State and Nation by Place of Origin**



Source: U.S. Census, American Community Survey 3-Year Estimates, 2013.

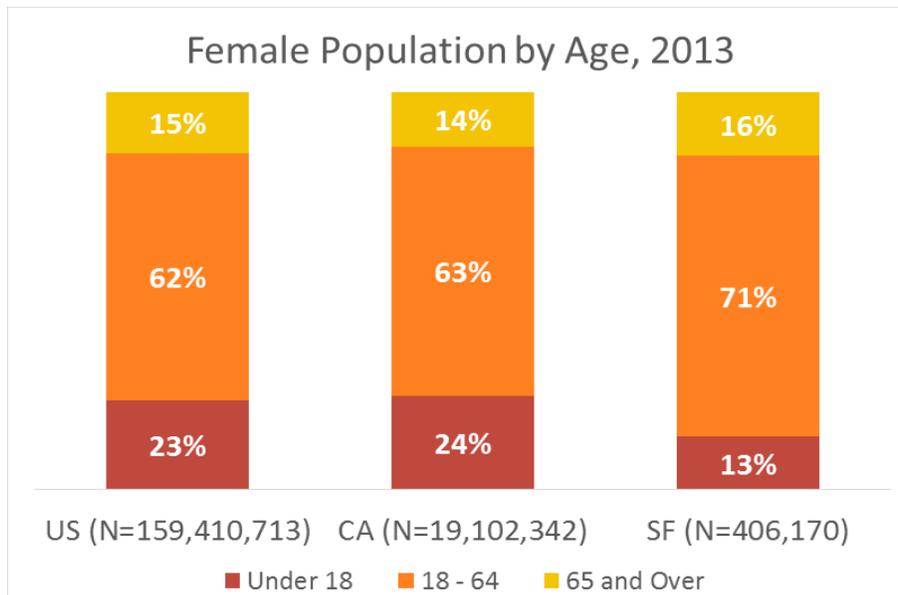
More than two-thirds of immigrant women in San Francisco were originally from Asian countries. The next most common place of origin for female immigrants was Latin America at 18%. In comparison, about half of all female immigrants in the U.S. and California come from Latin America while 30% of immigrant women in the U.S. and

39% of immigrant women in the state were originally from Asia. The percentage of immigrant women from European countries was similar in San Francisco and the U.S., at 12% and 13% respectively, while in California, just 7% were from Europe.

#### D. Age of Women in San Francisco

The female population in San Francisco was much older compared to California and the U.S. As seen in Figure 4 below, the city had a much smaller proportion of girls under age 18 (13%) than the state and nation where close to one-quarter of the female population was under 18 years old. At 71%, San Francisco's population of women aged 18 to 64 years old was 13% greater than the share of adult women 18 to 64 years old in the state and nation. The city also had a slightly larger share of women 65 and older (16%) compared to California (14%) and the U.S. (15%).

**Figure 4: San Francisco Female Population Is Older than State and Nation**



Since the *2009 Report*, the population of girls decreased slightly from 15% in 2006 to 13% in 2013, while women ages 18 to 64 years old also decreased from 76% of the female population to 71% during this same time. Meanwhile, the senior population of women grew by more than three-quarters as women age 65 and older increased from 9% of the female population in 2009 to 16% in 2013. This shift in the makeup of women in San Francisco was likely due to a large number of the “baby-boomer” generation, born from 1946-1964, entering the 65 and over age demographic, a trend that will continue for many years to come.

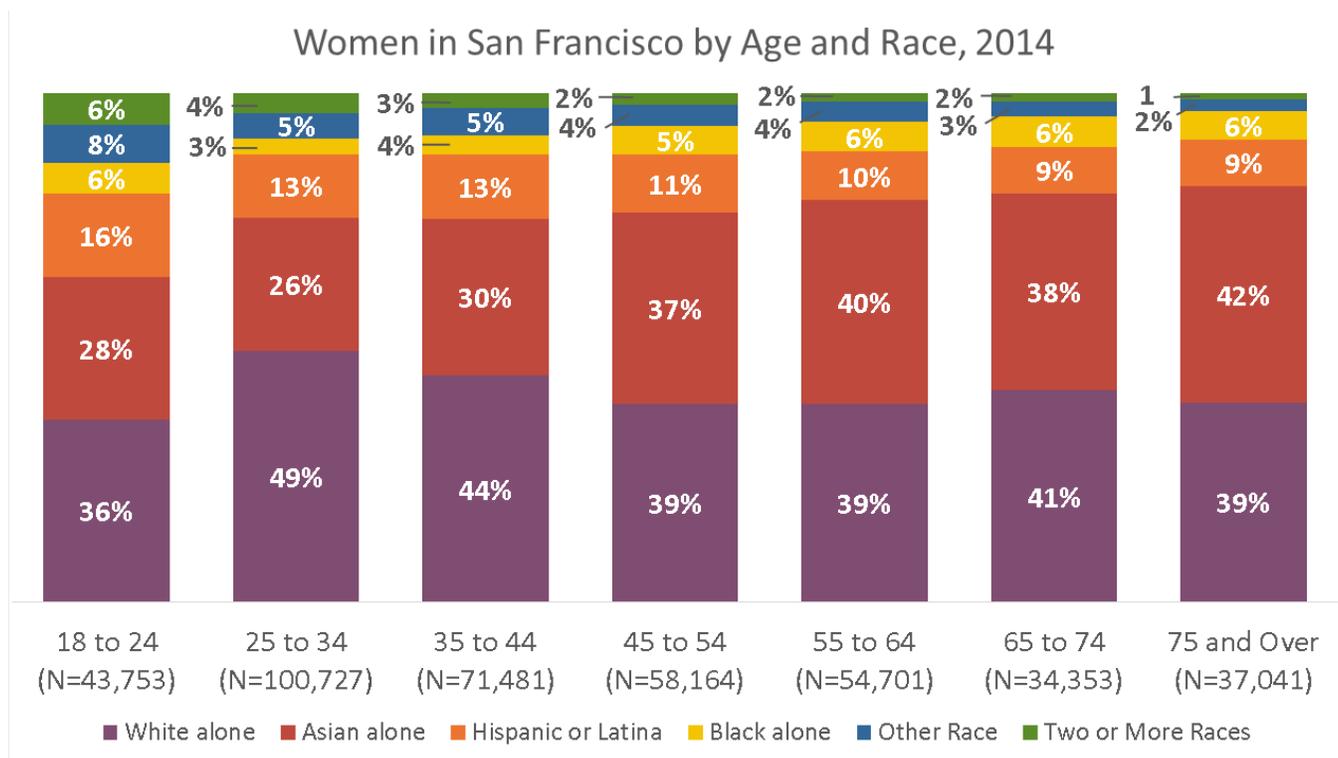
#### Female Population by Age and Race

Among women of all ages in San Francisco, Asian and White women comprised the two largest racial groups; however, the racial and ethnic makeup of the female population varied across age ranges as seen in Figure 5 below. Among women ages 45 and older, the racial and ethnic distribution was relatively similar across age groups. The percentage of Black or African American women was consistent at 6% across nearly all age groups except

among women 25 to 44 years old where it dropped to about half that. The percentage of Latina women decreased across older age groups from a high at 16% for those 18 to 24 and 13% for women 25 to 44 years old to 9% for women 65 and older.

More than one-fifth of the female population was between the ages of 25 and 34 with nearly half of women in this age group identifying as White and one-quarter as Asian. In addition to the smallest percentage of Asian women, this age group also has the smallest percentage of Black or African American women. The greatest diversity is among younger women ages 18 to 24 with the smallest percentage of White women (36%) and the largest percentage of Latina women (16%) compared to women in other age groups. Young women also identified as multi-racial or some other race much more often than other groups. Among women 18 to 24 years old, 14% identified as some other or more than one race, and 9% of women ages 25 to 34 identify as such, a sign of increasing diversity and shifting racial identities among younger generations.

**Figure 5: Greater Diversity among Younger Women than Older Women**



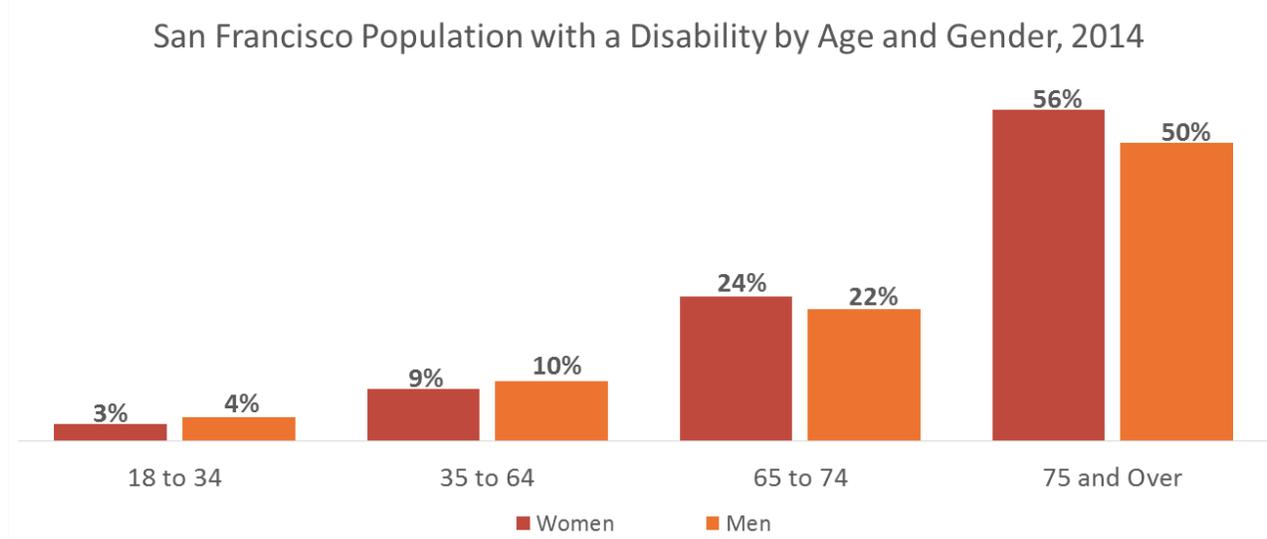
Source: U.S. Census, American Community Survey 5-Year Estimates, 2014.

### Disability Status

In the population under age 65 in San Francisco, men were slightly more likely to have a disability than women by one percentage point. Yet among seniors age 65 and older, women were about 10% more likely than men to have a disability. As seen in Figure 6 below, almost one-quarter of women compared to 22% of men ages 65 to 74 years old, and 56% of women compared to half of men age 75 and older in San Francisco had at least one disability. For the numbers of San Francisco women and men with a disability by age, see Figure 30 in the Appendix. The

percentages of women and men with a disability in San Francisco were consistent with both state and national rates. Yet when taken into context with the large and growing population of women age 65 and older in the city, this data illuminates the critical need to provide gender-sensitive support and services for seniors in San Francisco.

**Figure 6: Women More Likely Than Men to Have a Disability as They Age**



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

### E. Sexual Orientation and Gender Identity in San Francisco

As the U.S. Census and American Community Survey do not collect data on sexual orientation or gender identity of individuals, it was difficult to accurately represent the percentage of people in San Francisco who are lesbian, gay, bisexual, and transgender (LGBT). However, several sources suggest that the city is home to a large LGBT population. The Williams Institute at the University of California Los Angeles estimated that 5% of the female population in California identifies as LGBT and that 37% of the female LGBT population have children.<sup>1</sup> A 2015 Gallup poll found that the San Francisco Metropolitan Area, which includes San Francisco, Alameda, Contra Costa, Marin, and San Mateo counties, had the highest population of LGBT identifying adults at 6.2% when compared to other populous regions across the country and the national average of 3.6%.<sup>2</sup> Data on cohabitating couples also provided some insight into the numbers of the female LGBT population in San Francisco. Through analysis of the 2010 U.S. Census, the *Bay Citizen*, a local news outlet, identified 34,000 same-sex couples in the Bay Area, with an estimated 7,600 male same-sex couples and 2,700 female same-sex couples living in the City of San Francisco.<sup>3</sup>

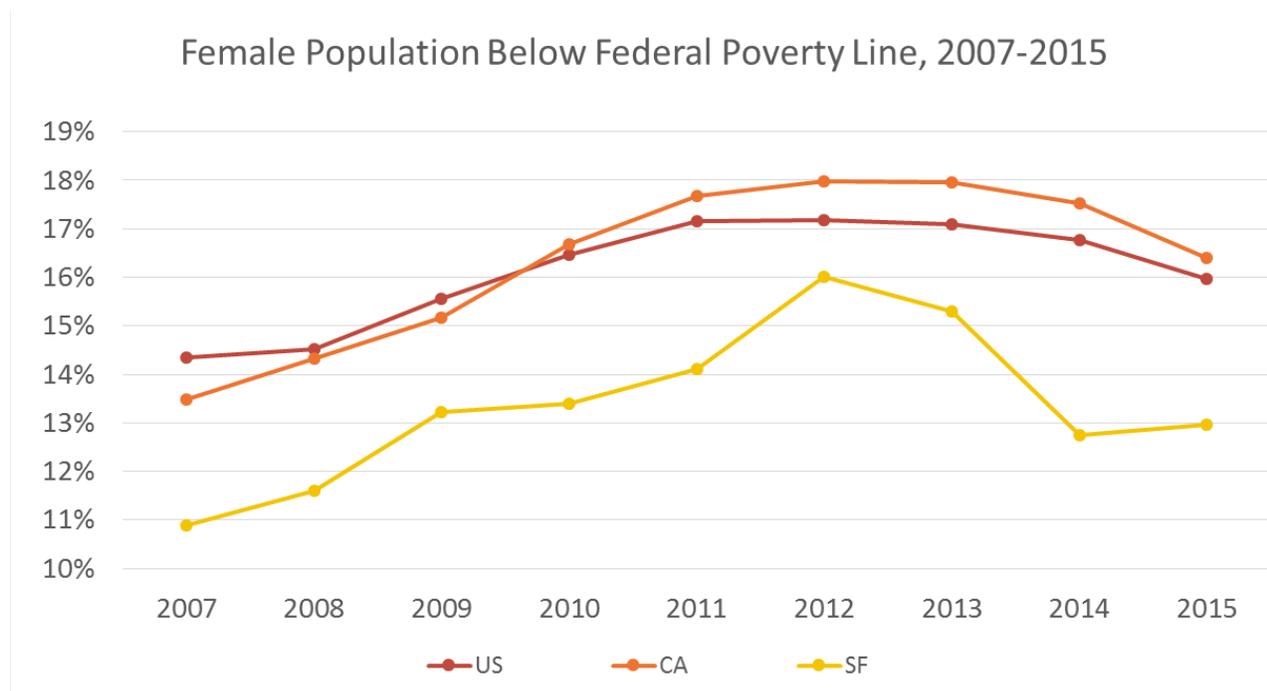
## Economics and Employment

Women's economic status varied over the past few years as the nation, state, and city faced the Great Recession of 2008 and the recovery that followed. Women in San Francisco were mostly doing better than their counterparts in California and the U.S., but roughly one in eight lived with an income below the Federal Poverty Level. Although women in San Francisco had lower unemployment rates compared to men over the past several years, 20% were not in the labor force compared to 14% of men. Women who do work were primarily in business, legal, and sales occupations and made up more than two-thirds of employees in education, healthcare, and personal care jobs. Meanwhile men comprised more than 75% of computer, protective service, and architecture occupations and 97% of construction jobs. The gender pay gap closed slightly since the *2009 Report*, yet it was largest for women with graduate degrees and those who did not finish high school at nearly 30%. There were 40% more women-owned businesses in San Francisco since 2002, yet just one out of five businesses with paid employees were owned by women.

### A. Women in Poverty in San Francisco

According to U.S. Census data, more than 100,000 people (12%) in San Francisco lived in poverty with women comprising more than half (51.4%) of those experiencing poverty despite being less than half of the overall population. Among the female population in the city, 13% lived in poverty compared to 12% of males. Figure 7 below shows the percentage of women living in poverty in San Francisco, California, and the U.S. from 2007 to 2015. For women in San Francisco, who were less likely to live in poverty than women in the state or nation, the poverty rate declined nearly 20% recently from a peak of 16% in 2012. Meanwhile, California's female population was slightly more likely to live in poverty compared to the nation in the years since the Great Recession.

**Figure 7: Women Less Likely to Live in Poverty in San Francisco Compared to State and Nation**

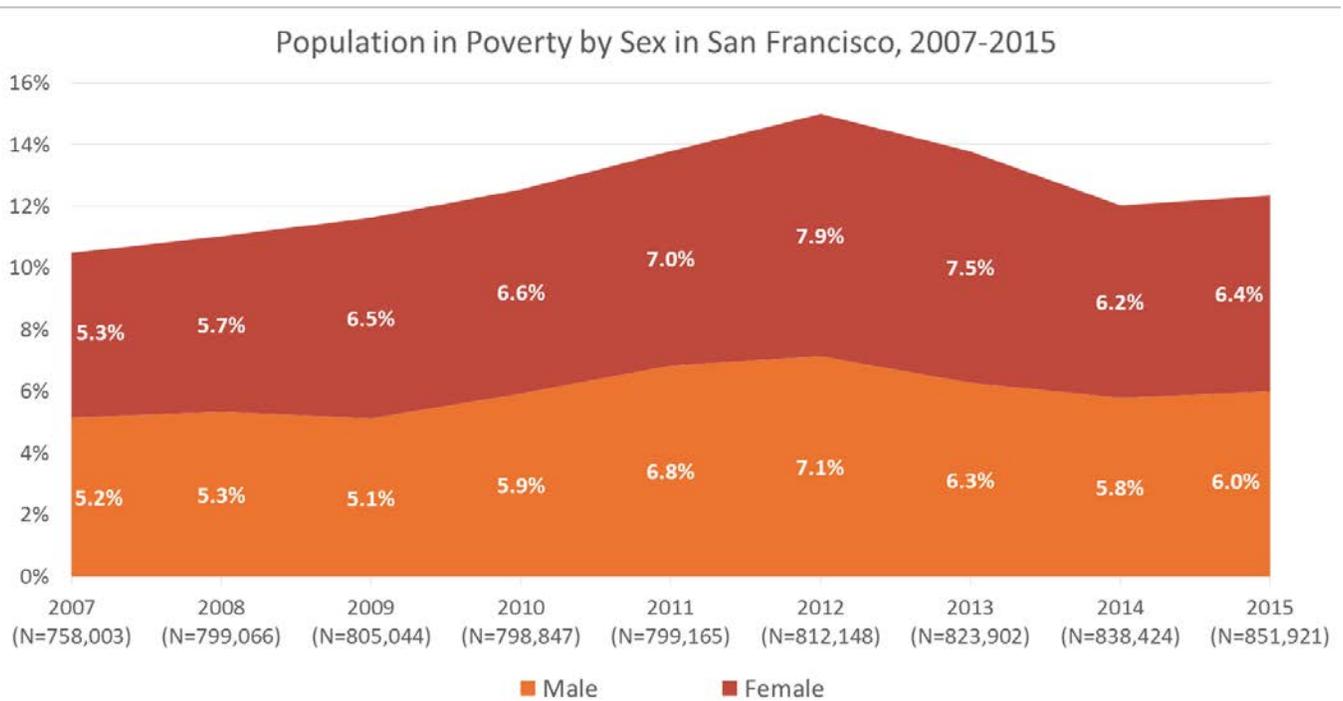


Source: U.S. Census, American Community Survey 1-Year Estimates, 2007-2015.

While the Federal Poverty Level (FPL) is often used as an indicator of economic security, it does not include many factors that contribute to economic success nor does it account for regional variations in the cost of living. The Insight Center for Community and Economic Development created a Family Economic Self-Sufficiency Standard to more accurately measure the income necessary to meet minimal basic needs, such as housing, food, childcare, transportation, and other expenses, at the local level. The FPL in 2015 was \$11,770 for a single individual and \$24,250 for a family of four. Comparatively, the Self-Sufficiency Standard for 2014 in San Francisco was \$33,082 for an individual and \$69,534 for a family with two adults and two school-age children, nearly three-times the FPL.<sup>4</sup> The Insight Center found that while 9% of San Franciscans lived below the FPL in 2014, three times as many fell below the Self-Sufficiency Standard at 27%.

Although the Federal Poverty Level may not accurately represent economic security in San Francisco due to the high cost of living and high minimum wage, it does help to illustrate the disparities in economic security for specific populations. As seen in Figure 8 below, women were more likely to live in poverty than men even as both men and women faced increasing and decreasing poverty rates in the years before, during, and after the Great Recession. This was consistent with state and federal rates as well.

**Figure 8: Women Experience Poverty at Greater Rates than Men**



Source: U.S. Census, American Community Survey 1-Year Estimates, 2007-2015.

**Poverty by Race and Ethnicity**

There are also clear disparities in who experiences poverty across the country, in California, and in San Francisco. Figure 9 below presents a table of the population living below the FPL by race and ethnicity in 2014. Nearly one-third of Black or African American individuals in San Francisco lived in poverty, a rate greater than any other racial or ethnic group and higher than the state or nation. Individuals of Hispanic or Latinx origin had much lower rates of poverty in the city at 16% as compared to California (23%) and the U.S. (25%), while Asian San Franciscans were

slightly more likely to live in poverty at 14% compared to their counterparts in the state (12%) and nation (13%). Individuals who were Native Hawaiian or other Pacific Islander also had a higher percentage of poverty in San Francisco at 24% than state (17%) or federal (21%) rates. Across all geographic levels, approximately one in ten White individuals lived below the FPL, the lowest rate for any racial or ethnic group with those in San Francisco the least likely to experience poverty at 9%.

**Figure 9: African Americans Most Likely Population to Experience Poverty**

<b>Population Below the Federal Poverty Level by Race/Ethnicity, 2014</b>			
	<b>U.S.</b>	<b>California</b>	<b>San Francisco</b>
<b>Black or African American</b>	27%	25%	30%
<b>Native Hawaiian and other Pacific Islander</b>	21%	17%	24%
<b>Some other race</b>	27%	25%	18%
<b>Hispanic or Latinx (of any race)</b>	25%	23%	16%
<b>Two or more races</b>	20%	16%	15%
<b>Asian</b>	13%	12%	14%
<b>White alone, not Hispanic or Latinx</b>	11%	10%	9%

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

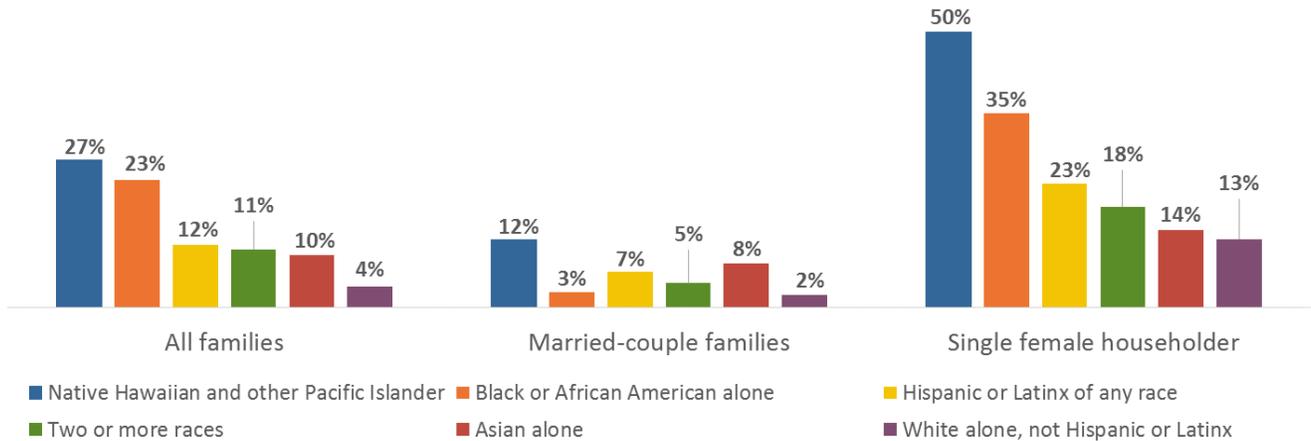
### Family Poverty

The U.S. Census Bureau estimated that there are nearly 160,000 families in San Francisco and that approximately 12,500 families (8%) had income below the Federal Poverty Level in 2014. Of families with minor children, 11% lived in poverty, and among single mother households with children under age 18, 27%, or almost 4,000 families, lived in poverty. Compared to the *2009 Report*, the poverty rate for single mother families increased by more than 80% from the 2007 estimate of 15%, although it remained at 8% for all families in San Francisco.

On the following page, Figure 10 shows family poverty in San Francisco by race and ethnicity. While poverty rates vary greatly by race and ethnicity, single mother families were the most likely to have income below the FPL compared to other families of the same race and ethnicity. Native Hawaiians or other Pacific Islanders had the highest poverty rates across all families at 27% with half of Pacific Islander single mother families experiencing poverty. Black or African American families had the second highest poverty rate among all families at 23% and single mother households at 35% but were among the lowest percentage for married-couple families (3%) in San Francisco. About one in eight Latinx families had income below the FPL, while nearly one-quarter of single mother Latinx families did. Asian families were the second most likely to live in poverty among married-couple households at 8% but had the second lowest poverty rates among single mother families (14%) and all families generally (10%). As with individual poverty levels, White families were least likely to have incomes in the past 12 months below the FPL.

**Figure 10: Single Mothers Most Likely to Live in Poverty across Race/Ethnicity**

Families with Income Below Federal Poverty Level in San Francisco, 2014

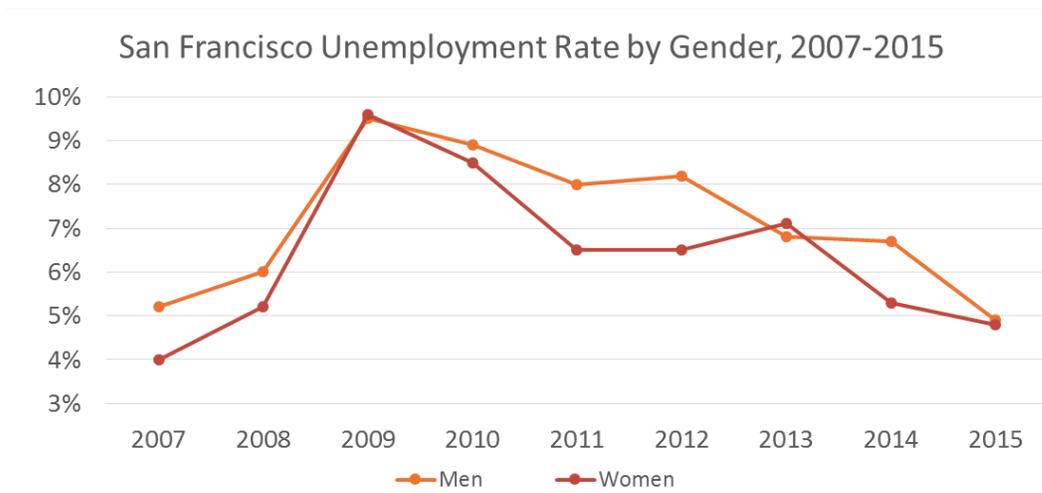


Source: U.S. Census, American Community Survey 5-Year Estimates, 2014.

**B. Employment of Women in San Francisco**

According to the U.S. Census Bureau, women comprised 47% of the workforce in San Francisco, a slight uptick from 45% in the *2009 Report*. Among the population ages 20 to 64 years old in San Francisco, 5% were unemployed, while 86% of men and 80% of women were participating in the workforce. In Figure 11 below, the unemployment rate of men and women ages 20 to 64 in San Francisco shows that women experienced the same or lower rates of unemployment than that of men during the economic downturn and recovery except for in 2013. In the U.S. as a whole, women’s unemployment was consistently lower than the rate for men between 2007 and 2015. However, women in California had similar or higher unemployment rates compared to men during the same time frame.

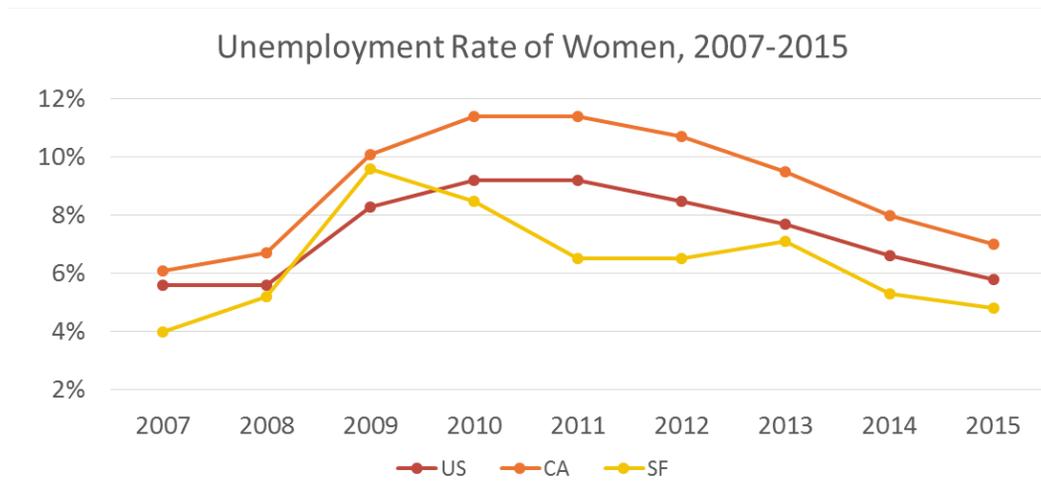
**Figure 11: Unemployment Rates Same or Lower for Women as Men**



Source: U.S. Census, American Community Survey 1-Year Estimates, 2007-2015.

Figure 12 below presents an annual estimate of the unemployment rate for women ages 20 to 64 years old in the U.S., California, and San Francisco from 2007 through 2015. Women’s unemployment declined in recent years but remained greater than pre-Recession levels from 2007. Women in the city generally faced lower unemployment levels than women in California and the U.S. Unemployment of women in San Francisco was greatest in 2009 while it peaked for women in the state and nation from 2010 to 2011, likely due to a faster recovery in the city than other areas. In comparison, women throughout the state consistently experienced and continued to face higher rates of unemployment than their counterparts locally and nationally.

**Figure 12: Women’s Unemployment Decreased in Recent Years**



Source: U.S. Census, American Community Survey 1-Year Estimates, 2007-2015.

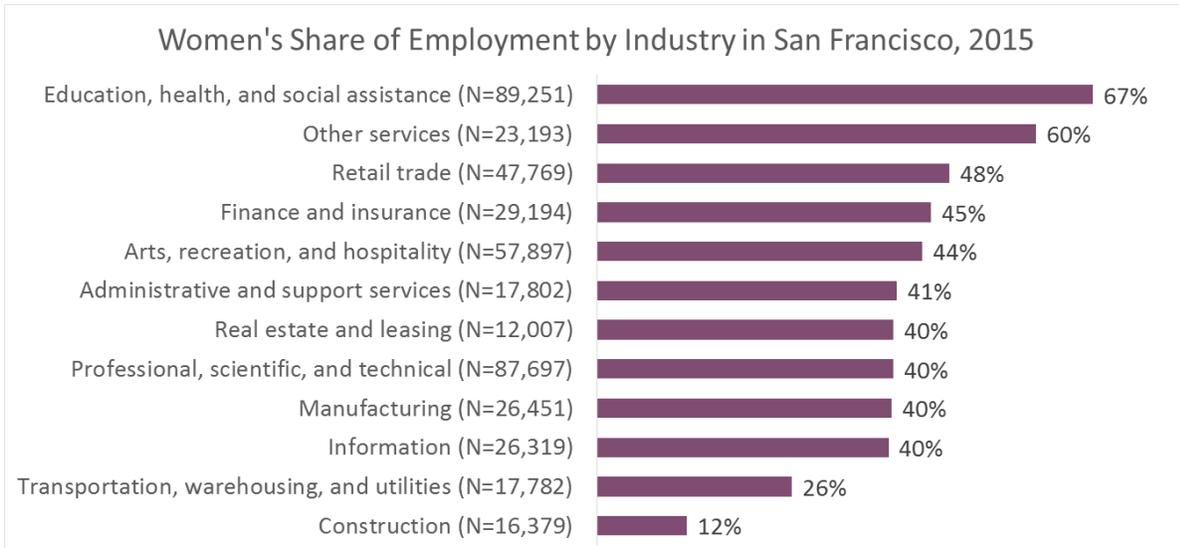
### Industry and Occupational Distribution

Despite efforts to increase the number of women in male-dominated fields, job segregation persists within industries and occupations along traditional gender roles. On the following page, Figure 13 displays the proportion of the workforce that is female for several key industries while Figure 14 shows the female workforce by selected occupation in San Francisco. Women comprised about two-thirds of the education, health, social assistance industry, and “other services,” a catch-all category that includes philanthropy, advocacy, household workers, personal care, pet care, and dating services. Consistent with the *2009 Report*, the top five occupations for women in Figure 14 fell within these industries. Women were close to three-quarters of personal care and service jobs and 65% of healthcare professionals and educators. Women also continued to make up a large majority (61%) of office and administrative support workers, however, much less than the national average of more than 70%. Women have made gains in legal and business occupations in San Francisco. In San Francisco in 2006, 43% of workers in both legal occupations and management, business, and financial jobs were women; that has increased to 51% and 46% in 2015, respectively.

Several industries and occupations are still heavily male-dominated. Women comprised only 12% of the construction industry workforce and just 3% of construction occupations in San Francisco, down slightly from 4% in 2006 and consistent with current national rates. Similarly, one-quarter of workers in the transportation and utilities industry were women while women made up 13% of the transportation jobs in the city. There was also a

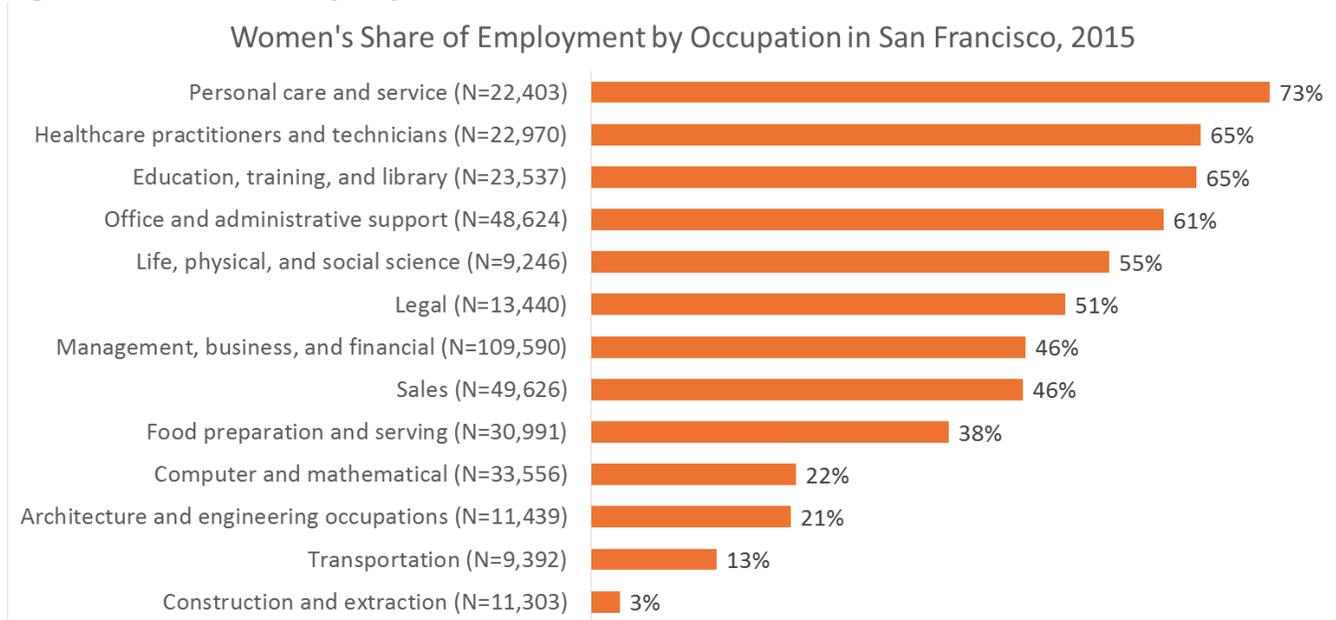
low number of women in science, technology, engineering, and math (STEM) occupations. While women were 40% of the workforce in the professional, scientific, and technical industry, women in computer and mathematical jobs dropped from 26% in 2006 to 22% in 2015. Meanwhile, women in architecture and engineering decreased in the same time frame from 27% to 21%. In comparison, women were 26% of computer and math occupations and 15% of architects and engineers nationally. For women’s employment and wages by occupation in San Francisco, see Figure 31 in the Appendix.

**Figure 13: Few Industries Remain Male-Dominated**



Source: U.S. Census, American Community Survey 5-Year Estimates, 2015.

**Figure 14: Women in Majority of Health and Education Roles, Men Fill STEM and Construction Jobs**



Source: U.S. Census, American Community Survey 5-Year Estimates, 2015.

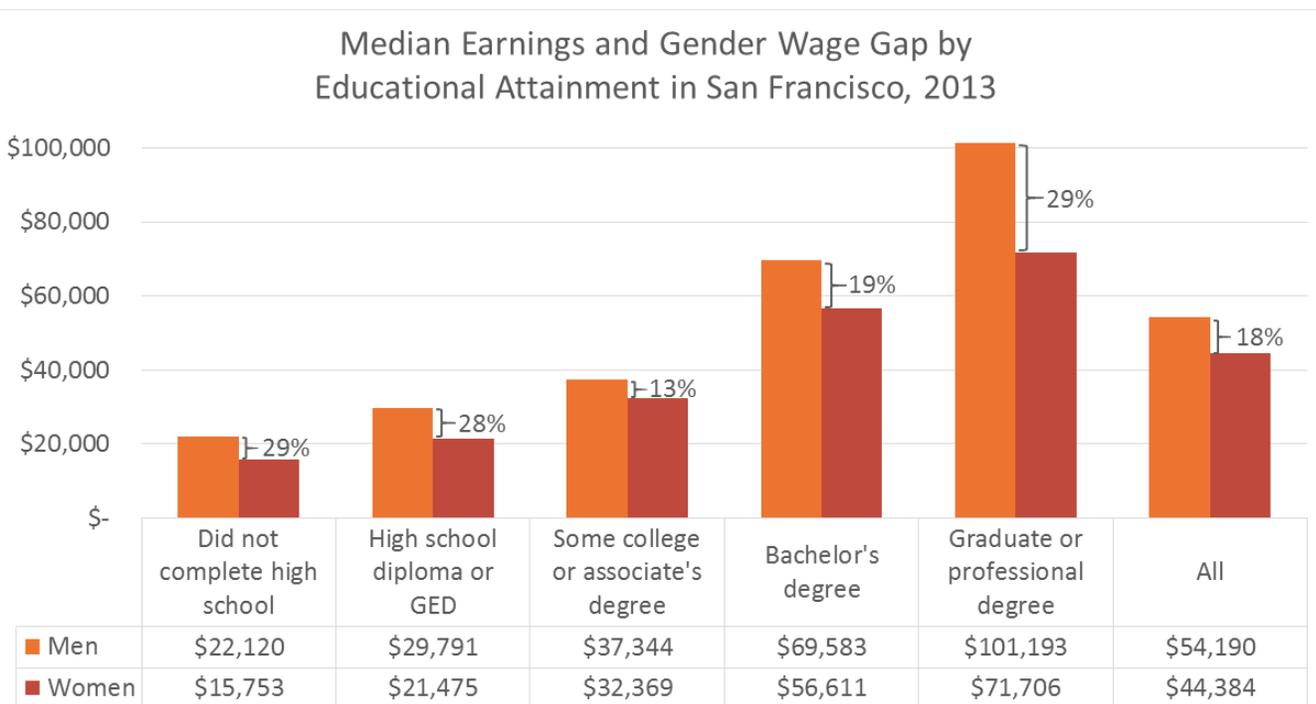
### C. Wages and the Gender Pay Gap in San Francisco

While women in San Francisco were nearly half the workforce and experienced low unemployment rates, they still continued to earn less than men. The median earnings for women in San Francisco in 2013 were \$44,384 compared to \$54,190 for the average male worker. This difference represented an earnings ratio for women of 82% of men’s earnings and an 18% gender pay gap, an improvement from the *2009 Report* when women made 78% of men’s median earnings.

#### Gender Pay Gap by Education

Figure 15 below presents women’s and men’s earnings by level of education attained for those 25 and older who worked full-time and part-time in 2013. The smallest gender pay gap was 13% for women who have some college education or an associate’s degree. It increased for women with bachelor’s degrees to 19% and grew to 29% with increased educational attainment. Yet it was also nearly 30% for women who have less than or only a high school education.

**Figure 15: Gender Pay Gap Largest for Women with Least and Most Education**



Source: U.S. Census, American Community Survey 3-Year Estimates, 2013.

In comparison to the *2009 Report*, the gender pay gap in San Francisco narrowed somewhat across all education levels except for women with the least education as shown in Figure 16 on the following page. The most significant positive change occurred for women with some college or an associate’s degree, whose pay gap narrowed 12% as their earnings compared to men’s jumped from 78% in 2006 to 87% in 2013. Although they continue to face the largest gender wage gap, the earnings ratio for women with advanced degrees increased from 66% to 71% narrowing their gender pay gap by 8%. For women who did not graduate from high school, the pay gap expanded by 4% as women’s earnings decreased from 74% of men’s in 2006 to 71% in 2013.

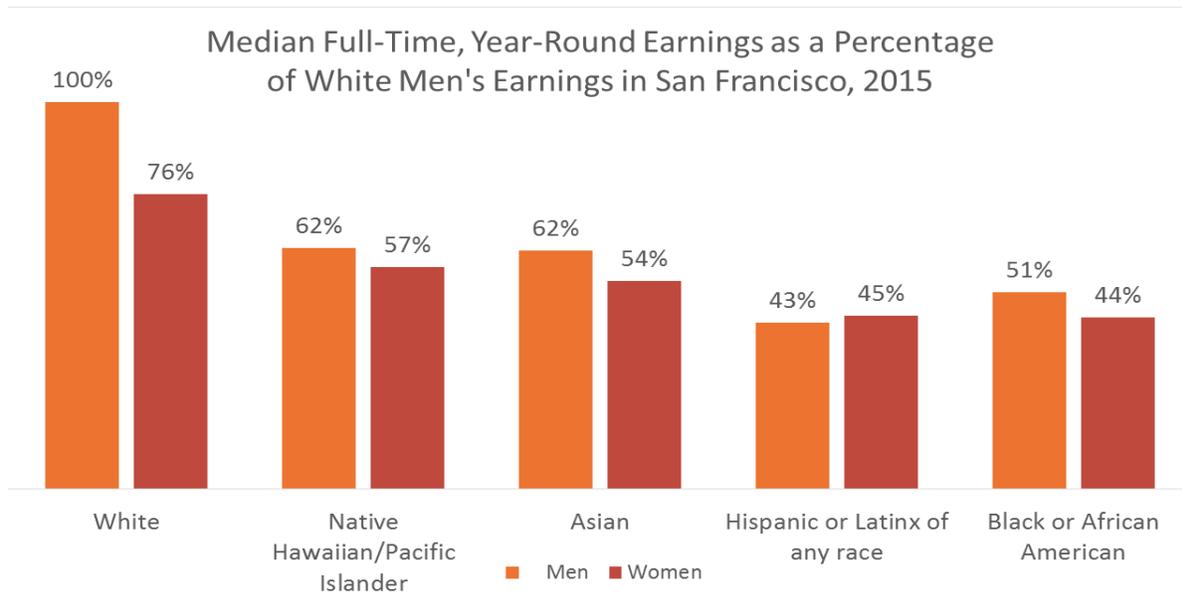
**Figure 16: Gender Pay Gap by Education Narrowed for Most Women in San Francisco**

<b>Women’s Median Earnings as a Percentage of Men’s Median Earnings by Educational Attainment in San Francisco, 2006 and 2013</b>			
	<b>Earnings Ratio, 2006</b>	<b>Earnings Ratio, 2013</b>	<b>Percent Change</b>
<b>Did not complete high school</b>	74%	71%	-4%
<b>High school diploma or GED</b>	70%	72%	3%
<b>Some college or associate's degree</b>	78%	87%	12%
<b>Bachelor's degree</b>	78%	81%	4%
<b>Graduate or professional degree</b>	66%	71%	8%
<b>All</b>	78%	82%	5%

Source: U.S. Census, American Community Survey 3-Year Estimates, 2013.

### Gender Pay Gap by Race and Ethnicity

The gender pay gap varies considerably by race, greatly expanding for women and men of color in San Francisco as shown in Figure 17 below. White men in San Francisco had greater annual median earnings than all other racial and ethnic groups regardless of gender. Nearly all women earned less than men of their same race, except for Latina women. White women’s earnings were 76% of White men’s while Black and Latina women made around 45% of White men’s income, a pay gap of more than 55%. Asian and Pacific Islander women in the city earned a little more than half of White men’s earnings at 54% and 57%, respectively. Men of color also faced a pay gap that was greatest for Latino men, who earned 43% of White men’s earnings, and Black men, who earned about half of what White men make. Asian and Pacific Islander men earned 62% of White men’s annual income in San Francisco.

**Figure 17: Black and Latina Women Make Less than Half of White Men's Earnings**

Source: U.S. Census, American Community Survey 5-Year Estimates, 2015.

On the following page, Figure 18 shows the median year-round earnings by gender and race and ethnicity for the city, state, and nation. The pay gap was similar for White women in San Francisco (24%) as their counterparts in the state (24%) and nation (23%), while the gap was greater for most women of color in San Francisco as compared to the nation. Latinas in San Francisco and California fared worse than Latinas in the U.S. with earnings 45% and 43% of White men's earnings, respectively, compared to 54% nationally, which was still the largest gap for any racial and ethnic group in the U.S. However, Black or African American women faced a drastically different pay gap in San Francisco, earning 44% of White men's annual income, compared to their counterparts in California (63%) and the U.S. (64%). Black women also had a larger pay gap with Black men in San Francisco (13%) than in the state (8%) and nation (11%). While Asian women in San Francisco had a smaller pay gap with Asian men (13%) than in the state as a whole (8%) and the country (11%), they faced a much wider pay gap with White men in the City (46%) compared to the state (28%) and nation (12%). Meanwhile, Latina women in San Francisco earned 104% of Latino men's earnings compared to 93% in California and 91% in the U.S., yet earned just 45% of White men's annual income in San Francisco, similar to the state (43%) and less than nationwide (54%).

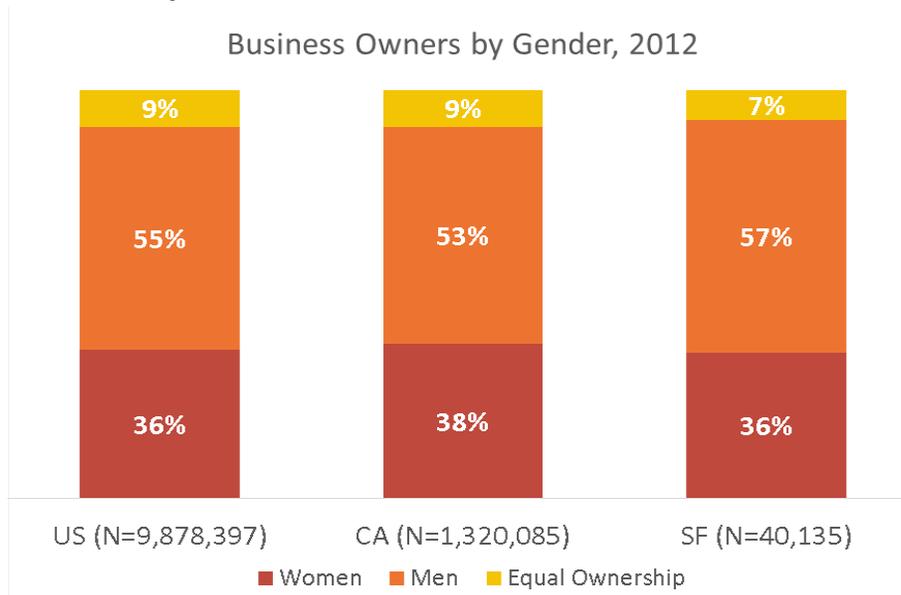
**Figure 18: Women of Color Face Larger Pay Gap in San Francisco than US**

<b>Median Annual Earnings by Gender and Race/Ethnicity for Population over 16 with Full-Time, Year-Round Earnings, 2015</b>					
	<b>White, not Hispanic or Latinx Origin</b>	<b>Asian</b>	<b>Native Hawaiian or Pacific Islander</b>	<b>Black or African American</b>	<b>Hispanic or Latinx Origin</b>
<b>United States</b>					
Men's Median Earnings	\$54,299	\$60,078	\$40,148	\$38,752	\$32,336
Women's Median Earnings	\$41,693	\$47,521	\$33,772	\$34,616	\$29,399
Women's Earnings Ratio to Men of Same Race/Ethnicity (Pay Gap)	77% (23%)	79% (21%)	84% (16%)	89% (11%)	91% (9%)
Women's Earnings as a Percentage of White Men's (Pay Gap)	77% (23%)	88% (12%)	62% (38%)	64% (36%)	54% (46%)
<b>California</b>					
Men's Median Earnings	\$70,805	\$61,277	\$43,684	\$48,787	\$32,834
Women's Median Earnings	\$53,967	\$51,308	\$38,551	\$44,680	\$30,421
Women's Earnings Ratio to Men of Same Race/Ethnicity (Pay Gap)	76% (24%)	84% (16%)	88% (12%)	92% (8%)	93% (7%)
Women's Earnings as a Percentage of White Men's (Pay Gap)	76% (24%)	72% (28%)	54% (46%)	63% (37%)	43% (57%)
<b>San Francisco</b>					
Men's Median Earnings	\$98,423	\$60,741	\$61,361	\$50,005	\$42,263
Women's Median Earnings	\$74,951	\$52,879	\$56,548	\$43,603	\$44,061
Women's Earnings Ratio to Men of Same Race/Ethnicity (Pay Gap)	76% (24%)	87% (13%)	92% (8%)	87% (13%)	104% (-4%)
Women's Earnings as a Percentage of White Men's (Pay Gap)	76% (24%)	54% (46%)	57% (43%)	44% (56%)	45% (55%)

Source: U.S. Census, American Community Survey 5-Year Estimates, 2015.

#### **D. Women's Entrepreneurship in San Francisco**

San Francisco is known for a culture of innovation and entrepreneurship, particularly in the technology sector. However, women were much less likely than men to start their own company or become their own boss. On the following page, Figure 19 shows the gender of business owners in the U.S., California, and San Francisco. A little more than one-third of firms were owned by women across geographic levels, whereas men owned more than half of businesses. In San Francisco, men were nearly 60% more likely to own businesses than women, while about 40% more businesses were owned by men at the state level. San Francisco also had fewer firms owned equally by women and men at 7% than the state and nation (9%).

**Figure 19: Women Less Likely to Own Businesses than Men**

Source: U.S. Census, Survey of Business Owners, 2012.

About 40,000 (36%) of more than 110,000 firms in San Francisco were owned by women, an increase of more than 40% since the previous *2002 Survey of Business Owners* as shown in Figure 20 below. Yet the percent of businesses with paid employees that were owned by women and the number of women-owned businesses with paid employees decreased slightly from 2002 to 2012. Businesses owned by men were more than twice as likely as those owned by women to have paid employees. In San Francisco, 24% of businesses owned by men had paid employees compared to 11% of women-owned businesses, rates similar to those in the state and nation. Meanwhile, revenue increased for women-owned firms from about \$4.7 billion in 2002 to \$7 billion in 2012, and the per firm revenue increased by 7% during the same time frame.

**Figure 20: Women-Owned Businesses Increased in San Francisco**

Statistics for Women-Owned Businesses, San Francisco			
	2002	2012	Change
<b>Percent of All Firms that are Woman-Owned</b>	31%	36%	16%
<b>Total Number of Women-Owned Businesses</b>	28,459	40,135	41%
<b>Percent of All Firms with Paid Employees that are Woman-Owned</b>	19%	17%	-7%
<b>Number of Women-Owned Businesses with Paid Employees</b>	4,690	4,584	-2%
<b>Employees per Woman-Owned Firm</b>	8.3	8	-4%
<b>Annual Revenues per Woman-Owned Firm</b>	\$164,662	\$175,766	7%

Source: U.S. Census, Survey of Business Owners, 2002, 2012.

## Housing

Housing is an issue that intersects with many other areas of women’s lives in San Francisco. As many housing data sources are not disaggregated by gender or race, the following section examines three areas that can provide some insight into the housing issues facing women in San Francisco: household characteristics, housing affordability, and homelessness. San Francisco was home to smaller families and fewer families with children, yet the families in San Francisco more often had younger children under age 6 when compared to the state and nation. A larger number of San Franciscan’s rented than owned their home compared to California and the U.S. This was an issue impacting single mothers, in particular, who were more likely to rent than married-couple families. Fair market rent was 65% of a typical single-mother’s income, the most unaffordable compared to all other counties in California. While women in San Francisco were slightly less likely to move than men, overall rates of migration were similar across gender and varied more by geographic levels. San Francisco was also home to a large homeless population, of which more than 2,200 were women.

### A. Household Characteristics for Women in San Francisco

Households and families in San Francisco look very different compared to the state and nation. Figure 21 below displays selected household characteristics for San Francisco, California, and the U.S.

**Figure 21: San Francisco Has Smaller Households and Families than the State and Nation**

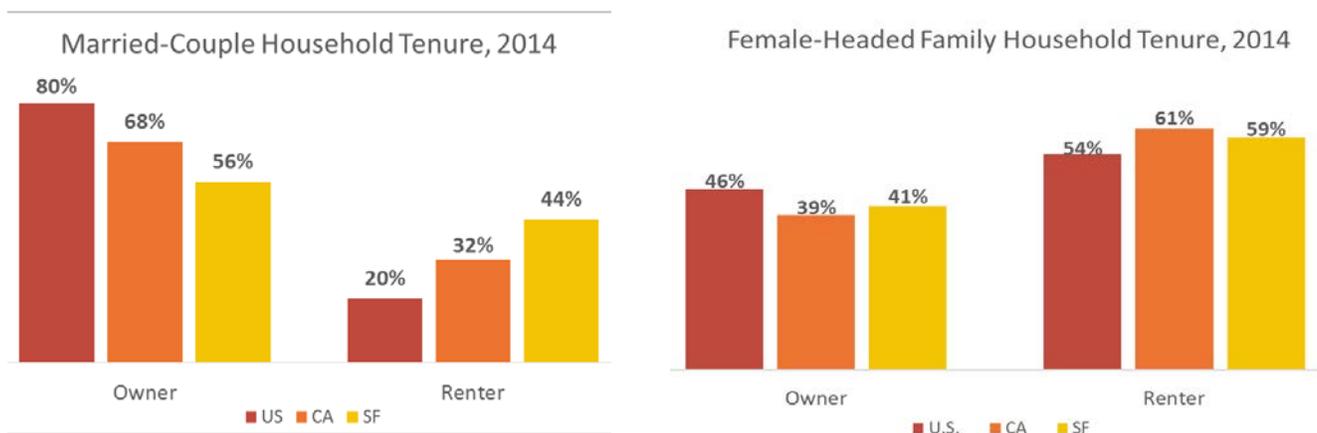
Selected Household Characteristics, 2014			
	U.S.	CA	SF
<b>Average household size</b>	2.63	2.95	2.32
<b>Average family size</b>	3.23	3.54	3.17
<b>Percent of households that are families</b>	66%	69%	46%
<b>Percent of households that are married-couple families</b>	48%	49%	34%
Percent of married-couple family households with own children under 18	41%	46%	37%
Percent of married-couple family households with own children under 6	22%	21%	35%
<b>Percent of households that are female-headed families</b>	13%	14%	9%
Percent of single female-headed households with own children under 18	56%	52%	38%
Percent of single female-headed households with own children under 6	20%	18%	22%
<b>Percent of nonfamily households that are female-headed</b>	18%	17%	26%

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

Both households and families were smaller in San Francisco yet larger in California as compared to the U.S. Fewer than 50% of households in the city were families, while families are at least two-thirds of households in the state and nation. There were also fewer families with children in San Francisco than California or the U.S.; however, there was a larger percentage of families with young children under 6 years old for both those families headed by married-couples and single mothers, suggesting that families may leave the city as their children age. Meanwhile, single women were 50% more likely to head nonfamily households in San Francisco compared to the state and the U.S.

Housing is a likely contributing factor to the low percentage of families in San Francisco. Figure 22 below show the rates of homeownership and renting among married-couple families and single mothers. Although married-couples in San Francisco were 50% more likely to be homeowners at 56% than all households in the city (36%), far fewer married couples in the city own their homes compared to the state (68%) and nation (80%). Single mother households at all geographic levels were more likely to rent than own their home. However, single mothers in San Francisco had slightly lower rates of homeownership than those in the U.S., yet higher rates than their counterparts in California. At 41%, slightly more single mother families own their homes than single father families (39%) in San Francisco, which was the opposite of the state and national level.

**Figure 22: Married Families More Likely to Own, Single Mothers More Likely to Rent in San Francisco**



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

## B. Housing Affordability

Housing in San Francisco and the Bay Area region is consistently ranked the most expensive in the country. According to the Census Bureau estimates for 2015, the median rent in San Francisco was \$1,558 per month compared to \$1,255 in California and \$928 nationwide. San Franciscans were more likely to rent than own their housing (64% to 36%) compared to Californians (46% to 54%) and Americans generally (36% to 64%) as seen in Figure 23 below. Approximately 42% of the 225,000 renter households in San Francisco were spending 30% or more of their household income on housing costs compared to 35% of homeowners. However, the rates are higher in California, where more than half of renters spent 30% of income on housing and nationwide where 48% of renters did. Meanwhile, 35% of homeowners in the state and 26% of homeowners in the U.S. spend more than 30% of income on housing.

**Figure 23: Nearly Two-Thirds of San Francisco Households are Renters**

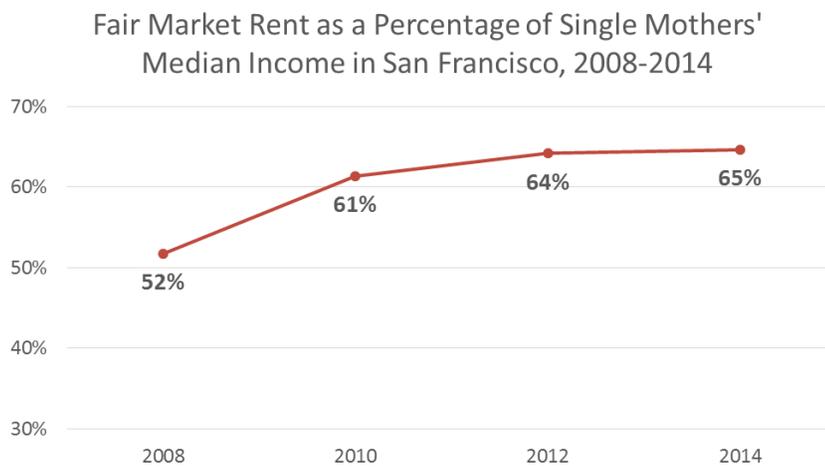
Household Financial Characteristics, 2015			
	U.S.	CA	SF
Housing units that are owner-occupied	64%	54%	36%
Housing units that are renter-occupied	36%	46%	64%
Households spending more than 30% of income on monthly housing costs	34%	44%	39%
Homeowners spending more than 30% of household income on monthly housing costs	26%	35%	35%
Renters spending more than 30% of household income on monthly housing costs	48%	54%	42%

Source: U.S. Census, American Community Survey 5-Year Estimates, 2015.

Housing affordability was particularly challenging for single mothers, who were more often renters as shown in Figure 22. According to the California Self-Sufficiency Standard, families with children should spend no more than 35% of their income on housing. The California Women’s Foundation Well-Being Index identified San Francisco as the county with the most unaffordable housing for single mothers. Fair market rent for a two-bedroom unit, as determined by the U.S. Department of Housing and Urban Development, was 65% of single mothers’ median income in San Francisco. Although there are other unaffordable areas in California, like Los Angeles County and Alameda County, San Francisco ranked highest out of all 58 counties on this measure.

Figure 24 below shows the trend of housing unaffordability for single mothers in San Francisco. In 2014, fair market rent for a two-bedroom unit was nearly \$2,000 in San Francisco, comprising 65% of the \$36,294 median income for single mothers, an increase of 25% since 2008.

**Figure 24: Rent Is More than Half of Single Mothers’ Income in San Francisco**



Sources: U.S. Census, American Community Survey 5-Year Estimates, 2008, 2010, 2012, 2014.

U.S. Department of Housing and Urban Development, Metro Fair Market Rent, 2-Bedroom Unit, 2008, 2010, 2012, 2014.

## Migration of Women

Housing and economic factors also affect the migration of women. On both the state and local level, the female population moved slightly less than the male population in all categories of migration as seen in Figure 26 below. Women and men in San Francisco were slightly less likely to live in the same house one year ago and 25% less likely to move within the same county over the past year compared to their counterparts in the state. Yet women and men in San Francisco were more likely to move from another part of the state, a different state, or another country over the last year compared to Californians, with twice as many people moving to San Francisco from abroad. Data on evictions and displacement were not available disaggregated by race or sex, and as a result are not included in this report. Overall, the data presented below suggests some housing instability in San Francisco with lower rates of moving within the county and higher rates of migration into San Francisco.

**Figure 25: Men and Women Move to San Francisco at Similar Rates**

Selected Household Characteristics, 2014				
	California	Percent of California Population	San Francisco	Percent of San Francisco Population
<b>Same house 1 year ago:</b>	31,825,933	84.6%	693,101	84.4%
<b>Male</b>	15,754,618	84.3%	351,248	84.2%
<b>Female</b>	16,071,315	84.9%	341,853	84.7%
<b>Moved within same county:</b>	3,954,084	10.5%	64,064	7.8%
<b>Male</b>	1,974,294	10.6%	32,771	7.9%
<b>Female</b>	1,979,790	10.5%	31,293	7.8%
<b>Moved from different county within the same state:</b>	1,065,674	2.8%	33,462	4.1%
<b>Male</b>	559,231	3.0%	17,021	4.1%
<b>Female</b>	506,443	2.7%	16,441	4.1%
<b>Moved from different state:</b>	484,546	1.3%	17,817	2.2%
<b>Male</b>	252,340	1.4%	9,531	2.3%
<b>Female</b>	232,206	1.2%	8,286	2.1%
<b>Moved from abroad:</b>	278,207	0.7%	12,712	1.6%
<b>Male</b>	139,315	0.8%	6,755	1.6%
<b>Female</b>	138,892	0.7%	5,957	1.5%

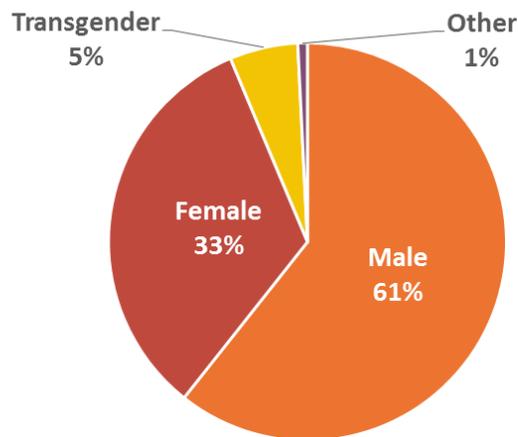
Source: U.S. Census, American Community Survey 1-Year Estimate, 2014.

### C. Homelessness for Women in San Francisco

As shown in Figure 21 below, out of 6,686 unsheltered and sheltered homeless persons counted in San Francisco, women comprised one-third of the homeless population, while 61% were male and 5% were transgender. Nearly 30% of the homeless counted in San Francisco identified as LGBTQ, of whom 18% identified as lesbian, 22% are gay, 34% are bisexual, 19% are transgender, and 9% are queer.

**Figure 26: Women Were One-Third of Homeless Population Counted in San Francisco**

San Francisco Homeless Population by Sex, 2015



Source: Applied Survey Research, San Francisco Point-in-Time Homeless Count and Survey, 2015.

According to the San Francisco Point-in-Time Homeless Count and Survey, the percent of homeless that were currently experiencing domestic violence increased in recent years from 5% in 2013 to 8% in 2015, yet 30% reported experiencing domestic violence at some point in their life. Among women, twice as many reported current domestic violence (11%) as compared to 5% of men. Domestic violence was cited as the primary cause of homelessness for 15% of homeless women in San Francisco while it was the most frequently cited cause of homelessness for 27% of 630 counted homeless families.

## Civic Engagement

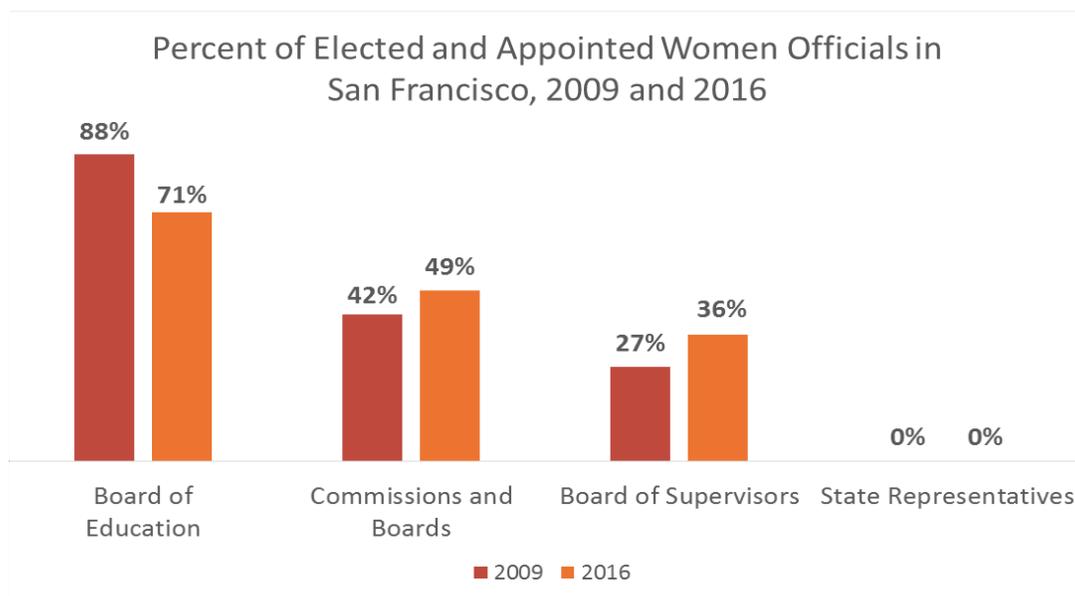
This section measures women’s civic engagement and political opportunity by examining two key areas: women in public office and voting trends. While women served on the San Francisco Board of Education at considerably high levels, they were underrepresented in the legislative and judicial offices at the local level, and were entirely absent from San Francisco’s representation in the State Legislature. Although the number of women registered to vote in San Francisco fell below the statewide percentages, women in San Francisco voted at higher rates in comparison to the state as a whole.

### A. Women in Public Office in San Francisco

According to data compiled by the Center for American Women and Politics, the number of women in federal elected office has fallen from 21% in 2009 to 19% in 2016, even though California’s two senators and 36% of the state’s Congressional representatives were women. However, there were three women serving on the nine-member U.S. Supreme Court, the most ever. The representation of women in the state legislature also decreased with just 26% women in 2016, as compared to 37% in 2009.

Figure 27 below shows the percentage of women in elected office and appointed positions in San Francisco, comparing the representation from 2009 to 2016. The San Francisco Board of Education, comprised of seven members who serve on the San Francisco Unified School District Board, was 71% female, a decrease from 2009 although much greater than the proportion of the female population in the City. Appointees to the City’s Boards and Commissions increased from 42% in 2009 to parity in 2016. There was also an increase in the local legislative body, San Francisco’s Board of Supervisors, which is made up of 11 District Supervisors, of whom four were women, an increase of one woman since the *2009 Report*. One unfortunate consistency with the *2009 Report* is the glaring lack of women representing San Francisco in the State Legislature.

**Figure 27: Women Below Equal Representation in Most Public Offices in San Francisco**



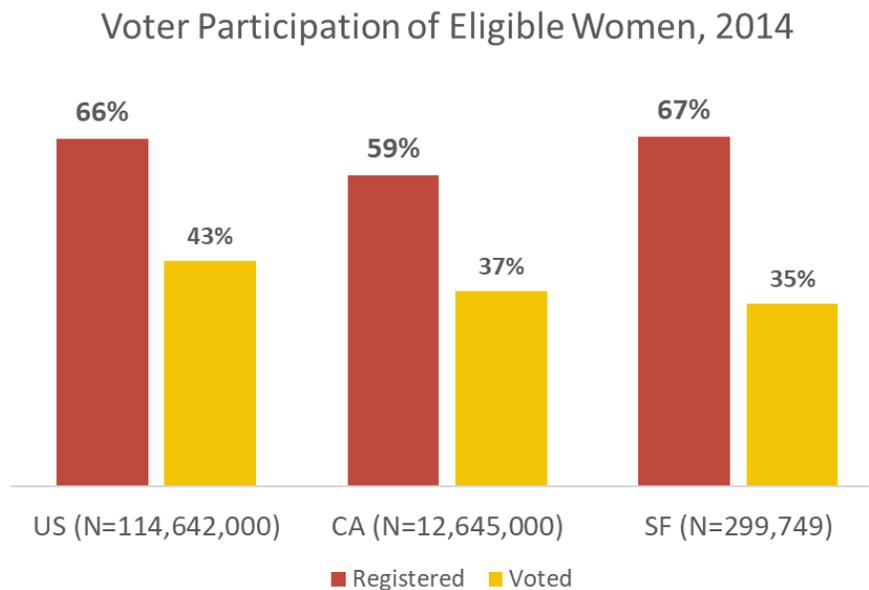
Source: San Francisco Department on the Status of Women

## B. Voter Participation of Women in San Francisco

Since 1980, women have consistently voted at higher rates than men in the U.S., according to the Center for American Women and Politics at Rutgers University. In November 2014, 66% of women were registered to vote compared to 63% of men and 6 million more women voted than men according to the U.S. Census Bureau. While older men and women were more likely to vote than younger Americans, men 65 years old and older were the most likely group to vote with 62% of all male citizens ages 65 and older casting a ballot.

As shown in Figure 28 below, San Francisco women ages 18 years and older who had U.S. citizenship were registered to vote at slightly greater rates than in California and similar rates to the U.S. overall. Yet, fewer women actually voted in the November 2014 election. About two-thirds of eligible women in San Francisco and the nation were registered to vote in the November 2014 election, more than the state at 59%. However, only about half of registered women, or 35% of eligible women, voted in San Francisco, compared to 37% in California and 43% in the U.S.

**Figure 28: Women in San Francisco Voted at Lower Rates than State and Nation**



Sources: U.S. Census, Current Population Survey, American Community Survey 5-Year Estimates, and University of California Berkeley School of Law, Statewide Database, 2014.

There was also a large disparity with men in San Francisco, who had higher rates of voter participation than women. According to registration data from the University of California Berkeley School of Law, 236,022 men were registered to vote compared to 199,407 women, while 124,531 men voted in 2014 compared to 104,623 women. This represents a 76% registration rate for eligible men and 40% voting rate, far greater than women in San Francisco.

## Conclusion

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This report assesses how women are faring in comparison to the Department's *2009 Report on the Status of Women*. The mission of the Commission and Department on the Status of Women is to foster the equitable treatment and advancement of women and girls in San Francisco through policies, legislation, and programs that focus on populations in need. San Francisco is a diverse and unique community, and the women residing in the City have varied lives and needs. This report highlights these needs to provide information for policymakers and administrators to act accordingly. The *2016 Report* expanded the analysis of metrics to include indicators around housing, sexual orientation, and gender identity to provide a more accurate picture of the lives, experiences, and overall ability of women to thrive in San Francisco.

The *2016 Report* shows the changing demographics of the women in San Francisco. An increasing percentage of the female population was 65 years and older. Meanwhile, the population of Latina and White women grew while the population of African American and Asian women decreased. Unfortunately, it is frustrating that in 2016, an accurate measure of the LGBT population does not yet exist.

On issues of earnings and employment, the outlook varied. Although most women in San Francisco were doing better than their counterparts in California and the U.S., women continued to live in poverty at higher rates than men, earned less than men at every level of education, remained segregated by traditional gender roles in the workplace, and had much lower rates of business-ownership than men. However, women had lower unemployment rates than men and the gender pay gap had improved for all women, except those with the least education.

On issues of housing and affordability, the data paints an unfortunate picture for women. An estimated one-third of the homeless population in San Francisco were women. Compared to the 58 counties in California, San Francisco ranked the worst for housing affordability as rent approached 65% of a single mother's median income. In San Francisco's current climate of housing shortages, rising rents, and tenant evictions, an improved source to measure issues of housing stability, affordability, and availability by gender and race would help ensure the City meets the needs of all San Franciscans.

Among markers of political empowerment and civic engagement, women lacked adequate representation at local, state, and federal levels. Similar to the *2009 Report*, there were still no women representing San Francisco in the state legislature. Although, women made up 36% of the San Francisco Board of Supervisors and the Board of Education's representation of women also exceeded parity. However, women in San Francisco were less likely to vote than at the state and national level and had lower rates of registration and voting compared to men in San Francisco. This suggests a need for greater efforts to reach women and encourage them to vote.

The data in this report have important policy implications. Overall, the status of women in San Francisco depended on factors of race, marital status, education, and income. Women of color, single mothers, and women without a high school diploma had greater levels of poverty, larger wage gaps, and housing affordability issues. Thus, it is critical to apply an intersectional lens to measures of well-being to truly understand the status of women. In order to create a truly equitable San Francisco, strategies to address inequalities must account for the culture, language, immigrations status, educational attainment, age, race, and job skills of the population.

## Appendix

Figure 29: Female Population in San Francisco by Neighborhood

Neighborhood	Supervisory District	Female Population	Neighborhood	Supervisory District	Female Population
Pacific Heights	2	56%	Outer Sunset	4	50%
Inner Richmond	1	55%	West of Twin Peaks	7	50%
Marina	2	55%	Noe Valley	8	49%
Lakeshore	7	55%	Crocker Amazon	11	49%
Presidio Heights	2	54%	Visitacion Valley	10	49%
Nob Hill	3	52%	Ocean View	11	49%
Outer Richmond	1	52%	Seacliff	1	48%
Parkside	4	52%	Potrero Hill	10	48%
Western Addition	5	52%	Mission	9	47%
Diamond Heights / Glen Park	8	51%	Haight Ashbury	5	46%
Russian Hill	3	51%	North Beach	3	46%
Twin Peaks	7	51%	Financial District	3	44%
Outer Mission	11	51%	Presidio	2	43%
Chinatown	3	50%	Treasure Island	6	43%
Inner Sunset	4	50%	South of Market	6	42%
Bernal Heights	9	50%	Mission Bay	10	41%
Bayview	10	50%	Downtown / Civic Center	6	39%
Excelsior	11	50%	Castro / Upper Market	8	36%

Source: San Francisco Planning Department, "Socio-Economic Profiles," May 2011 Report.

**Figure 30: Population with a Disability by Age and Gender in San Francisco, 2014**

	Men	Women	Total Population
<b>Population 18 - 34 Years</b>	126,116	124,603	250,719
<b>With a Disability</b>	4,698	3,551	8,249
<b>Population 35-64 Years</b>	185,698	163,204	348,902
<b>With a Disability</b>	18,558	14,243	32,801
<b>Population 65 - 74 Years</b>	28,000	30,905	58,905
<b>With a Disability</b>	6,278	7,494	13,772
<b>Population 75 Years and Over</b>	22,503	32,578	55,081
<b>With a Disability</b>	11,164	18,103	29,267

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

**Figure 31: Occupation by Gender and Median Earnings in Past 12 Months in San Francisco, 2015**

<b>Selected Occupations</b>	<b>Total Employees</b>	<b>Women's Share of Jobs</b>	<b>Median Earnings</b>	<b>Women's Earnings as a Percentage of Men's</b>
Healthcare support occupations	5,978	79%	\$ 26,685	123%
Personal care and service occupations	22,403	73%	\$ 16,744	72%
Healthcare practitioners and technical occupations	22,970	65%	\$ 85,338	82%
Education, training, and library occupations	23,537	65%	\$ 45,242	82%
Community and social service occupations	6,678	63%	\$ 44,361	90%
Office and administrative support occupations	48,624	61%	\$ 40,817	99%
Life, physical, and social science occupations	9,246	55%	\$ 66,810	78%
Building and grounds cleaning and maintenance occupations	15,487	52%	\$ 24,607	72%
Legal occupations	13,440	51%	\$ 103,862	69%
Management, business, and financial occupations	109,590	46%	\$ 86,798	78%
Arts, design, entertainment, sports, and media occupations	25,212	46%	\$ 55,377	79%
Sales and related occupations	49,626	46%	\$ 44,317	61%
Production occupations	10,942	42%	\$ 28,222	67%
Food preparation and serving related occupations	30,991	38%	\$ 21,600	90%
Protective service occupations	6,442	23%	\$ 50,403	75%
Computer and mathematical occupations	33,556	22%	\$ 100,754	84%
Architecture and engineering occupations	11,439	21%	\$ 85,933	79%
Transportation occupations	9,392	13%	\$ 32,302	112%
Installation, maintenance, and repair occupations	5,553	7%	\$ 42,861	111%
Construction and extraction occupations	11,303	3%	\$ 30,592	78%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2015.

## Endnotes

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<sup>1</sup> The Williams Institute, University of California Los Angeles School of Law, “LGBT Proportion of Population: California.” Retrieved from <http://williamsinstitute.law.ucla.edu/visualization/lgbt-stats/?topic=LGBT&area=6&characteristic=female#density>

<sup>2</sup> Gallup, “Gallup Daily tracking,” conducted between June 2012 and December 2014. Retrieved from: <http://www.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx>

<sup>3</sup> Bay Citizen, “First Census Tally of Gay and Lesbian Couples Finds 34,000 in Bay Area,” 2011. Retrieved from: [www.baycitizen.org/news/census-2010/census-34000-gay-and-lesbian-couples-bay/](http://www.baycitizen.org/news/census-2010/census-34000-gay-and-lesbian-couples-bay/)

<sup>4</sup> Insight Center for Community and Economic Development, Self-Sufficiency Standard Tool for California, 2014. Retrieved from: <http://www.insightcced.org/tools-metrics/self-sufficiency-standard-tool-for-california/>