

County of San Diego Baseline Intersectional Gender Equity Analysis Report

March 2026



HR&A

Prepared by HR&A Advisors, Inc. in collaboration with the County of San Diego Office of Equity and Racial Justice and the San Diego County Commission on the Status of Women and Girls

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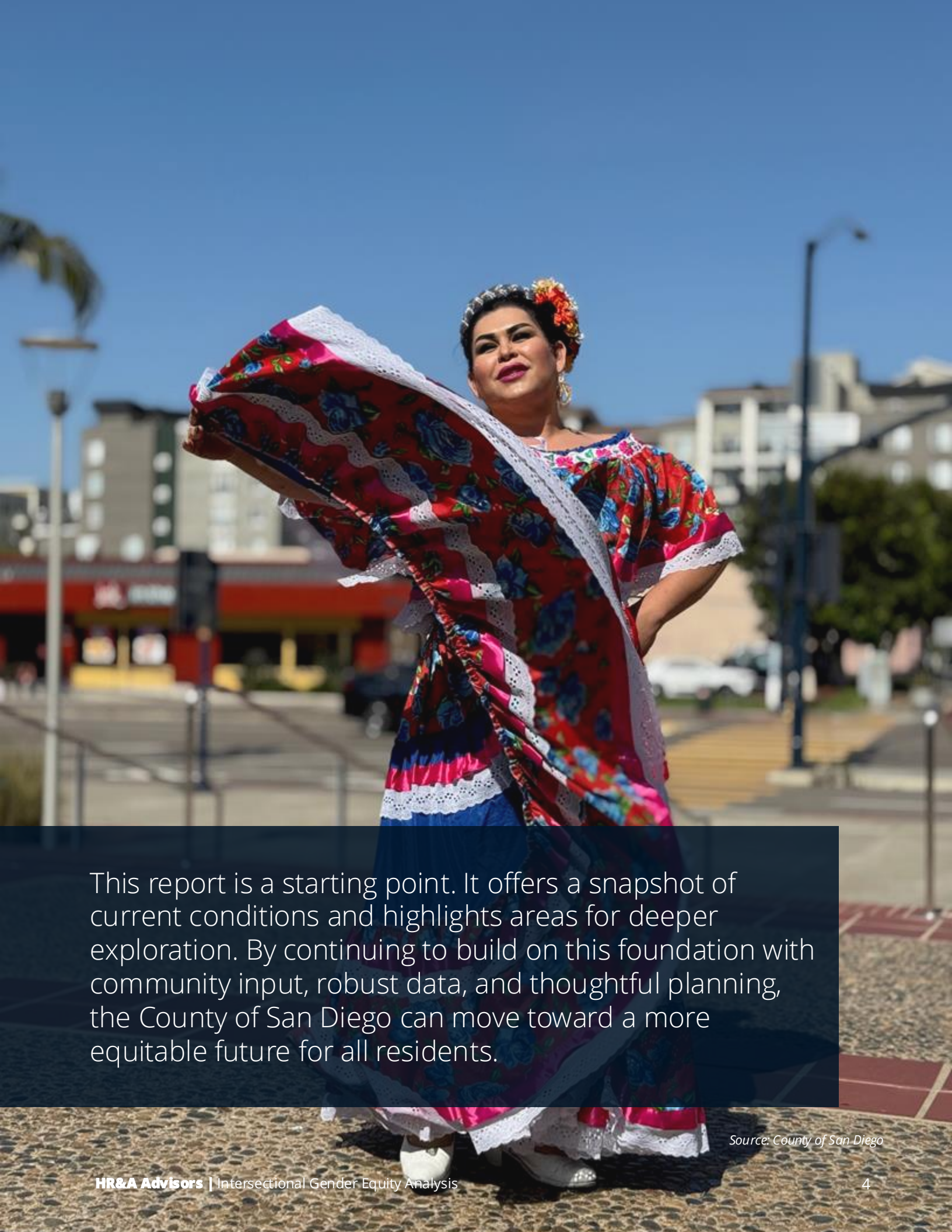
Land Acknowledgement

There are communities in the San Diego region that face unjust conditions and circumstances related to the environments in which they live. The Tribal nations of the San Diego region are an example of one community that has historically faced such injustices.

We acknowledge the harmony that exists between the land, nature, and its original peoples, who have endured displacement, persecution, and systemic oppression. We pay our respect to the unceded territory and homelands of the 18 tribal nations in our region – the most in any county in the United States – the Kumeyaay/Diegueño, the Luiseño, the Cupeño, and the Cahuilla. We aspire to learn from indigenous traditional knowledge and experiences in undoing the injustices of the past.

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This report is a starting point. It offers a snapshot of current conditions and highlights areas for deeper exploration. By continuing to build on this foundation with community input, robust data, and thoughtful planning, the County of San Diego can move toward a more equitable future for all residents.

Source: County of San Diego

Executive Summary

In 2022, the County of San Diego (County) adopted a local ordinance based on the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The ordinance calls for the County to review how it serves the public, hires and supports staff, and engages with communities and businesses. The goal is to conduct an intersectional gender equity analysis—meaning it recognizes that gender-based outcomes are shaped by race, income, immigration status, disability, age, and other factors.

This report is the County’s review of gender-based outcomes from multiple angles. It looks at the issue in three ways:

- **Regional Data:** Examines data from across San Diego County to see how gender and other factors affect people’s lives.
- **County Data:** Reviews the County’s own operational data to understand how well County services, staff, and structures meet the needs of women and gender-diverse populations.
- **Comparative Analysis:** Brings these two views together to compare regional trends and County operations and see where they are similar, different, or connected.

This Executive Summary highlights findings from the County’s data. It is not a full review of every CEDAW principle or every County effort to address inequities. The findings do not assign responsibility or imply that one factor directly causes another. Instead, they point out differences between who is being served and who lives in the region. These differences may show gaps in access or opportunity and may help guide future studies, program reviews, and community engagement.

Observations from County Operations Analysis

Observations are organized by the principles in the CEDAW ordinance (Appendix 9). More information on data sets, calculations and data sources are in Section 3: Regionwide Demographic Analysis and Sections 6–8 (Technical Appendix).

Economic Development



- The County plays a major role in women’s economic stability. Women make up most of the County workforce and a large share of people served by health, housing, and self-sufficiency programs, showing that County services reach many women under financial stress.
- At the same time, gaps remain. On average, women earn less than men, and Black women are less represented across job levels, pointing to the need to keep reviewing hiring, pay, and promotion patterns.
- Efforts to make contracting more equitable are underway, though legal limits on what data can be collected can make it more difficult to fully evaluate progress.

Criminal Legal System



- Departments such as the Sheriff's Office, District Attorney, Probation, and Public Defender serve populations that are predominantly male, reflecting broader justice system patterns.
- Because women represent a smaller share of justice-involved populations, their specific needs—such as trauma and caregiving responsibilities—may not always be fully addressed in existing services.
- More detailed data would help the County better understand women's experiences in the justice system and how well current programs are meeting women's needs.

Political and Civic Engagement



- Overall, County boards and commissions show fairly balanced representation between women and men.
- Younger women, Asian women, and women from lower-income backgrounds are less represented, which may point to gaps in outreach, recruitment, or access to these roles.

Healthcare



- Departments such as Aging and Independence Services, Public Health, and Medical Care Services serve mostly women, especially older adults and caregivers.
- More review is needed to understand whether these programs are fully meeting women's health needs, including mental health, reproductive health, and long-term care needs.

Gender-Based Violence and Harassment



- Several departments, including Child and Family Well-Being and the District Attorney's Office, provide services related to violence, abuse, and trauma.
- The type and level of support available varies across departments and communities.
- Better program data would help the County understand whether survivors are getting timely and adequate support.

Housing and Homelessness



- Women are more likely than men to face high housing costs and housing instability.
- Housing and Community Development Services and Self-Sufficiency Services serve a higher share of women than their percentage of the regional population, including strong reach to some groups with high housing needs.
- More analysis is needed to confirm whether all women—especially caregivers and women with justice system involvement—have fair access to housing programs.

Transportation, Libraries, Parks and Recreation, and Environmental Health



- Access to County-run parks and facilities depends on where people live. Women in lower-income and urban ZIP Codes are less likely to live near County-managed parks, even though city parks may still be available in those areas.
- The Department of Environmental Health and Quality and the Department of Parks and Recreation have limited demographic data, making it difficult to understand who uses their services and who may not be able to access them.
- Libraries and transportation services are important for access to jobs and services, but usage data are not currently collected in ways that allow the County to assess whether these services are reaching all communities equitably. Transportation infrastructure is largely managed by other jurisdictions, which further limits the County's ability to analyze access gaps in this report.

Next Steps

This first review points to areas where deeper study is needed to understand whether County services, hiring practices, and civic engagement processes meet the needs of all residents. Differences in who participates or receives services may be influenced by social, economic, and geographic factors, not just program design.

The County's next steps may include:

- **Conducting focused needs assessments** or reviewing existing needs assessments to understand whether intersectional gender differences reflect unmet needs or other structural issues.
- **Reviewing workforce practices** to support equal pay, promotion, and retention for women and gender-diverse employees, consistent with the County's CEDAW ordinance.
- **Expanding inclusive outreach and engagement** so that boards, commissions, and contracting opportunities better reflect the County's diverse population.
- **Developing department-level and intersectional Gender Equity Action Plans**, as required by the ordinance, to guide long-term gender-based outcomes across County operations.

This report is a starting point. It offers a snapshot of current conditions and highlights areas where more analysis is needed. By continuing to build on this foundation with community input, robust data, and thoughtful planning, the County of San Diego can use this report as one strategic piece of the larger movement towards a more equitable future for all residents.

Section 1: Introduction

Section 1: Introduction



In 2022, the San Diego County Board of Supervisors adopted a local ordinance (see Appendix Section 9: CEDAW Ordinance) to put into practice the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)—an agreement often described as an international bill of rights for women and girls. The ordinance affirms the County of San Diego’s (County) commitment to proactively identify and remove barriers to gender equity across its operations—as a service provider, employer, and/or community and business partner—recognizing that gender-based outcomes often overlap with other factors such as race, income, immigration status, disability, and age.

The ordinance requires a baseline analysis of intersectional gender equity within County departments, offices, programs, boards, commissions, and other operational units. This analysis will serve as the foundation for individual department Intersectional Gender Equity Action Plans and a Five-Year Countywide Intersectional Gender Equity Action Plan, as required by the County’s CEDAW Ordinance. As required by the ordinance, the County will develop department-level and regionwide Intersectional Gender Equity Action Plans to guide long-term efforts to embed equity into policies, programs, and practices. Future activities—such as focused needs assessments, workforce reviews, and expanded engagement—are examples of inputs that could inform those plans. The Action Plans are expected to be updated every two years to reflect progress and evolving community needs.

This report examines intersectional gender-based outcomes using three approaches:

Baseline conditions. Uses publicly available data—primarily the U.S. Census Bureau’s American Community Survey (ACS)—to describe how gender and other characteristics (such as race, age, income, and immigration status) relate to outcomes in income, employment, housing, health, and civic participation across the San Diego County region.

County operations. Uses County-provided data to describe County programs, workforce demographics, boards and commissions, and selected service areas, focusing on who is served and who works for the County in relation to the County’s equity goals.

Comparative analysis. Compares the demographics of people served by County departments with regional population benchmarks to describe patterns in service reach and representation and identify areas for possible further review.

The findings in this report are intended to support continuous improvements in equity, help departments identify next steps, and promote accountability to the communities served by the County. This aligns with the County’s Strategic Plan (2022), particularly its Equity and Justice initiatives focused on reducing disparities and expanding opportunity.

This report does not assess program performance or determine causes of disparities; instead, it highlights patterns in outcomes and service contexts as a starting point for further analysis and refinement of policies and practices.

Analytical Objectives

The analytical objectives of this report were informed by the CEDAW ordinance and methodological discussions with County staff and the San Diego County Commission on the Status of Women and Girls, who served in an advisory role.

Specifically, the report aims to:

- **Assess the alignment of County operations with the principles of the local CEDAW ordinance**, including but not limited to: economic development; the criminal legal system; political and civic engagement; healthcare; gender-based violence and harassment; housing and homelessness; and access to public services such as transportation, parks and recreation, libraries, and environmental health services. (see Appendix Section 9: CEDAW Ordinance)
- **Evaluate how County operations**—through service delivery, workforce composition, and engagement with the broader community—**support progress toward gender equity and where potential gaps may exist.**
- **Identify disproportionalities in service access, workforce representation, and civic engagement**, particularly for groups experiencing compounded forms of discrimination. These disproportionalities are not presented as evidence of inequity, but as indicators of areas that may warrant further inquiry through cross-referencing existing and future needs assessments and program-level analysis.
- **Highlight areas for additional data collection or further analysis** that could strengthen the County's ability to assess potential intersectional gender equity barriers and improve service responsiveness.
- **Provide departments with a baseline understanding and initial guidance** to support the development of meaningful, measurable, and community-informed Intersectional Gender Equity Action Plans.

This report does not present a complete or final picture of intersectional gender equity in the County. Rather, it marks a starting point for ongoing learning, reflection, and action. The findings are intended to support continuous improvement in equity, help departments identify strategic next steps, and enable sustained accountability to the communities the County serves.





DIVERSITY is A FACT

INCLUSION
is an
ACT!!!



@REVISION_SANDIEGO + @LITTLEHOUSEINK

Source: County of San Diego

Framing Terms and Definitions

The shared concepts and definitions outlined here ensure clarity, consistency, and alignment with the County's legal and operational framework for intersectional gender equity (see Appendix Section 9: CEDAW Ordinance). These terms provide a common foundation for the analysis and reflect the County's ongoing approach to equity as a responsibility embedded in daily governance.

Intersectional Gender Equity Terms

- **County Roles:** There are three core roles looked at to determine how well County operations reflect and respond to the intersectional needs of women and gender-diverse populations—understanding that gender-based outcomes cannot be separated from race, income, immigration status, disability, age, and other identities:
 - **Service Provider:** Deliver programs and services to residents.
 - **Employer:** Hire, retain, and support a diverse workforce.
 - **Community and Business Partner:** Engage with residents through boards and commissions and contract with businesses and organizations.
- **Disaggregated Data** refers to information separated into specific categories – like race, immigration status, national origin or ancestry, gender, gender identity, disability, marital status, sex, sexual orientation, age, parental status, language, socioeconomic status, and other attributes – to find patterns and disparities. Where possible, data for nonbinary and gender-expansive data is included. However, many existing datasets only use “male” and “female,” which limits the ability to fully capture the breadth of experiences. The report notes those limitations with recommendations to improve future data collection practices.
- **Discrimination Against Women and Girls** includes any adverse, unequal, or unfavorable treatment based on sex, gender identity, or gender expression in economic, legal, social, political, cultural, and other contexts. It includes both obvious and hidden forms of discrimination, such as gender-based violence and barriers to employment, housing, healthcare, and civic participation.
- **Disproportionality** describes instances where data shows that a particular group is over or under-represented in services, workforce, or civic structures compared to their share of the population. Disproportionality is not presented as evidence of inequity or programmatic failure. Rather, it signals further inquiry to understand whether systemic barriers exist and whether services are equitably aligned with community needs
- **Gender Equity** means fixing unfair practices and the creating conditions where women and girls can have the same opportunities as men. It also includes fair conditions for persons identifying as transgender, nonbinary, and/or gender non-conforming.
- **Gender Lens** means looking at how policies, programs, and decisions affect people differently based on gender and related identities. Applying a gender lens is essential to avoid unintended harm and ensure equitable impact.
- **Intersectionality** looks at how different parts of a person's identity – like gender, race, immigration status, disability, and income—overlap and affect their experiences. This approach helps us better understand how these factors interact to make sure everyone has equitable access to County services, employment, and civic participation.
- **Women and Girls** includes everyone who identifies as women or girl, including transgender women and gender non-conforming persons. It also includes people assigned female at birth, such as nonbinary individuals, transgender men, and intersex people. The terms “gender-expansive” or “gender-diverse” are used to describe these groups.

The CEDAW ordinance adopted by the County of San Diego outlines specific local principles that reflect how gender equity must be advanced across County functions. These principles emphasize the County's responsibility to proactively identify and eliminate barriers in a wide range of policy areas. The ordinance requires that these principles be integrated across all County roles—as a service provider, employer, and community and business partner.

Local Principles of the CEDAW Ordinance

Key policy areas include but are not limited to the following as listed in the ordinance:

- **Economic Development:** Promoting equal access to employment, public benefits, child and family care services, and contracting opportunities, with attention to the disproportionate economic burdens borne by women, and caregivers.
- **Criminal Legal System:** Addressing the unique needs of women impacted by the criminal legal system through gender-responsive and trauma-informed services, education, employment, and housing access.
- **Political and Civic Engagement:** Increasing women's representation on County boards and commissions and ensuring access to civic participation, including voter education, outreach, and community service opportunities.
- **Healthcare:** Eliminating implicit bias in healthcare delivery and improving access to culturally competent services, family planning, reproductive, and maternal care—including addressing birthing parent and infant mortality and anti-Blackness in obstetric care—for women of color and immigrant communities.
- **Gender-Based Violence and Harassment:** Preventing and addressing violence, harassment, and hate crimes, including those targeting transgender women and individuals engaged in sex work, and supporting survivors of human trafficking and individuals in sex work in accessing economic independence and stability.
- **Housing and Homelessness:** Expanding access to safe, affordable, and permanent housing for women, including survivors of domestic violence, individuals released from long-term hospitalization, and formerly incarcerated individuals.
- **Transportation, library services, parks and recreation, and environmental health services:** Ensuring equitable access to transportation, parks, libraries, environmental health services, and other essential County programs, including identifying and removing barriers through education and technology-based outreach.

These local principles guide the design of the County's intersectional gender equity strategy and form the foundation for a baseline analysis. While the ordinance establishes overall goals, this report focuses on areas within the County's operational purview in order to assess current conditions and inform practical, actionable considerations for County programs, services, and projects. In this way, the analysis translates the ordinance's intent into a clearer understanding of where and how the County can advance gender equity through its own policies and practices.

Section 2: Baseline Intersectional Gender Analysis

Overview of The Two Track Methodology

Section 2: Methodology

This baseline assessment uses a two-track methodology designed to align with the goals of the County's CEDAW ordinance (see Figure 1). Each track provides a different but complementary view of gender equity across the San Diego County region—one looking outward at community conditions, and the other looks inward at County operations. Together, the information identifies gender- and identity-based outcomes, how they intersect, and where the County has the most influence.

Figure 1: Two-Track Methodology Gender Equity Baseline Assessment

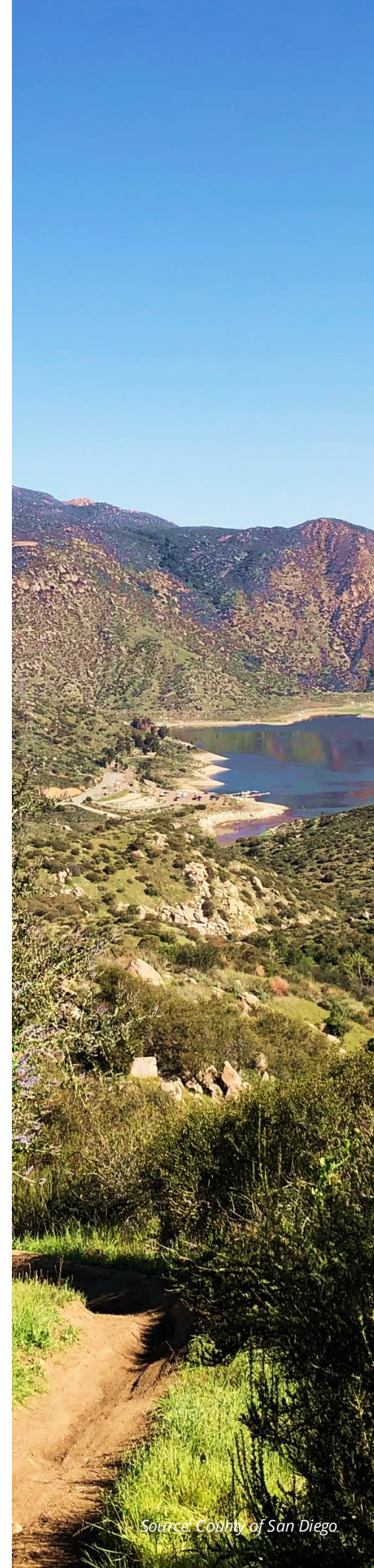
Track 1: Regionwide Demographic Analysis

- Analysis of gender and intersectional data about residents from public datasets (e.g., U.S. Census)

Track 2: County Operations Analysis

- Analysis of the County as employer, service provider, and community and business partner across:
 - Populations served by County and partner programs
 - Workforce and departmental demographics
 - Composition of Boards, commissions, and programs

Together, these two analytical tracks provide a comprehensive framework for comparing regionwide population data with internal County operations to identify disparities across programs, departments, and roles.



Track 1: Regionwide Socio-Demographic Analysis

Track 1 examines socio-demographic information across San Diego region's population using publicly available data. Unless otherwise noted, this analysis draws on the most recent U.S. Census Bureau American Community Survey (ACS) 5-Year Public Use Microdata Sample (PUMS) for 2023—the latest year providing statistically reliable, disaggregated information for the region.

The analysis explores outcomes across housing, employment, education, healthcare, civic participation, and other key issue areas. Data are disaggregated by gender and intersecting identities such as race, age, income, disability status, and immigration status—reflecting the ordinance's definition of intersectionality.

Findings in Section 3 present observed differences in outcomes and representation across demographic groups using regionwide data. These findings are descriptive and are not judgments about individuals, programs, or County performance. They are intended to show where differences in conditions or outcomes appear across the population and where certain groups experience higher or lower burdens relative to others. By documenting these patterns, the County gains a clearer understanding of where disparities may exist and where further analysis, context, or monitoring may be useful to better understand the factors shaping access to opportunity and services.

Track 2: County Operations Analysis

Track 2 focuses internally, assessing how the County's policies, practices, and structures may influence gender-based outcomes. This analysis draws on the most recent departmental data available at the time of reporting (generally 2022 or 2023), aligned to the 2023 ACS population benchmarks used in Track 1 for consistency. In cases where multiple years of data were provided, the most recent year was used to support comparability.

Section 4 of this report share the findings grouped by the County's four major business groups: Finance and General Government, Health and Human Services Agency, Land Use and Environment, and Public Safety. Each business group is made up of multiple departments. For departments within these groups, HR&A reviewed the department's mission statements, service populations, and available demographic data to understand how County operations intersect with gender equity goals.

Each department has information on the following topic area:

- **Mission Analysis** – What the department does and who it serves.
- **CEDAW Alignment** – How the department's work connects to the ordinance's principles.
- **Data Availability** – What demographic or program data the department collects and at what level.
- **Comparative Analysis** – How demographics of the clients served by the department compare to regional patterns.
- **Findings and Opportunities** – Key takeaways and ideas for improving equity.

Departmental analyses focus on meaningful differences across demographic groups rather than list every outcome. Smaller population groups are included in overall totals but are not always shown separately when sample sizes are very small, when disaggregation could raise privacy concerns, or when observed differences are minimal and do not meaningfully affect interpretation.

The Track 2 analysis is descriptive and diagnostic. It identifies disproportionalities between County service users and the regional populations as potential starting points for further investigation and equity improvement where appropriate. It does not assign causation or conduct statistical significance testing but instead highlights areas where County operational data can inform strategic action planning and future evaluation.

Comparative Analysis

Together, Track 1 and Track 2 provide a framework for comparing regionwide population patterns with the demographics of people served by County departments and programs. This comparative approach helps identify where outcomes differ by gender and other intersecting characteristics, where those differences mirror broader regional patterns, and where County operations may warrant closer examination.

Specifically, the comparative analysis considers:

- How gender- and identity-based outcomes vary across the broader population (Track 1), and
- How the demographics of County service users, workforce, and civic structures compare to those regional patterns (Track 2).

This approach supports a clearer distinction between disparities that reflect broader structural conditions and those that may point to opportunities for improved understanding, monitoring, or action within specific programs or operational contexts. In some cases, County service populations closely reflect regional demographics; in others, differences in representation highlight areas for potential further inquiry.

The comparative analysis is descriptive rather than causal. It does not evaluate program performance or assign responsibility. Instead, it offers a clear and consistent way to identify where disparities exist—so the County can prioritize action and track progress under its CEDAW commitments.

By linking community-level conditions with County operational data, this approach helps clarify where gender and intersecting identities shape outcomes—and where the County's roles as a service provider, employer, and community and business partner may be most relevant to advancing equity.

What Structural Barriers Mean— and How This Analysis Helps Address Them

This report uses the term **structural barriers** to describe broader social, economic, and institutional conditions that can shape differences in outcomes across gender, race, language, age, or income. These conditions are not solely the result of County policies or actions. Examples of such barriers can include unequal pay in the labor market, limited transportation options, language access challenges, childcare constraints, or eligibility rules set across multiple systems that may limit access for some groups.

Rather than focusing on individual behaviors, this analysis looks at patterns across populations to understand where and how these structural barriers show up. Identifying those patterns helps the County ask important questions including, but not limited to the following:

- **Who is benefiting** from County programs, and who needs to be better reached?
- Are service locations, hours, or eligibility rules **unintentionally creating barriers**?
- **Which communities face multiple overlapping barriers** that require coordinated solutions?

How the Methodology Helps Identify Patterns

The two-track framework looks both at population-level outcomes (using Census data) and County operations (as a service provider, employer, and community and business partner). When a group experiences worse outcomes regionally **and** is underrepresented in County programs or staff, that combination could indicate a structural barrier the County and its partners may have an opportunity to address.

As an illustrative example:

- If low-income women of color face higher housing cost burdens and are underrepresented among County housing program recipients, this does not mean the two are directly connected. But it may raise questions about whether the programs address the needs of those facing high housing costs, whether current programs reach those most affected by housing challenges, or if there are barriers like outreach, eligibility, or location of services.
- If outcome data shows that women with limited English proficiency have lower employment rates even though they have high levels of education, this pattern may suggest that there are language and access barriers, not a lack of skills that are affecting job opportunities. Other factors such as discrimination, childcare responsibilities, or transportation challenges could also play a role.

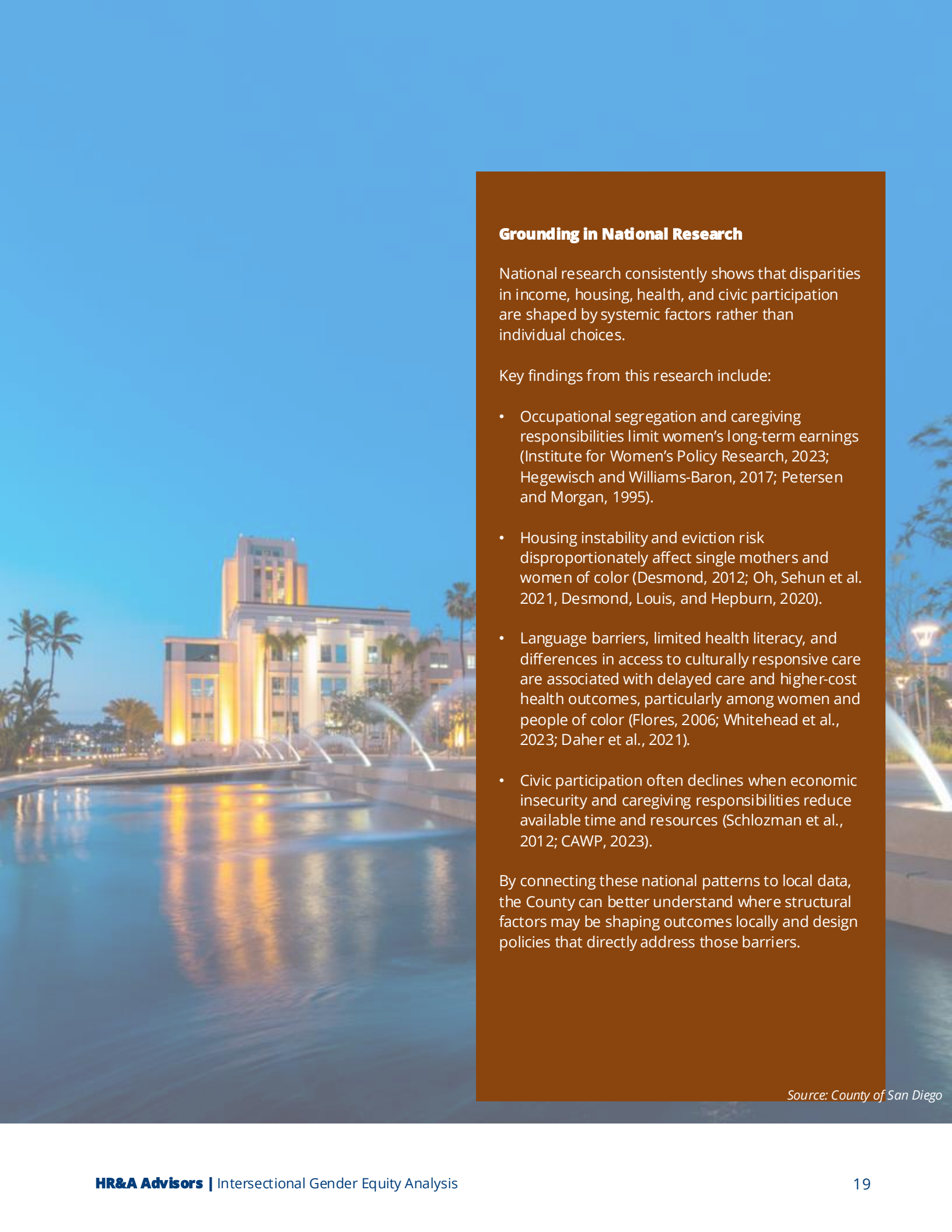
By looking at both regional gender-based outcomes and disproportionalities in representation within the County's programs or workforce, helps identify areas that may need more attention. These patterns don't explain why the disproportionalities exist or conclude any causality, but highlight areas where further research and targeted strategies may be needed to improve equity.

How this Supports the County's Equity Goals

This approach gives departments and leaders a starting point for planning actions to improve equity. It helps them:

- See where differences in outcomes and representation are most noticeable and how they intersect.
- Identify possible barriers in policies or practices that could limit access.
- Focus on strategies that make services more accessible and remove possible barriers.

Ultimately, the goal is not to achieve perfect proportionality in every dataset, but to ensure that everyone in San Diego County has equitable access to the opportunities and services that allow them to thrive.



Grounding in National Research

National research consistently shows that disparities in income, housing, health, and civic participation are shaped by systemic factors rather than individual choices.

Key findings from this research include:

- Occupational segregation and caregiving responsibilities limit women's long-term earnings (Institute for Women's Policy Research, 2023; Hegewisch and Williams-Baron, 2017; Petersen and Morgan, 1995).
- Housing instability and eviction risk disproportionately affect single mothers and women of color (Desmond, 2012; Oh, Seun et al. 2021, Desmond, Louis, and Hepburn, 2020).
- Language barriers, limited health literacy, and differences in access to culturally responsive care are associated with delayed care and higher-cost health outcomes, particularly among women and people of color (Flores, 2006; Whitehead et al., 2023; Daher et al., 2021).
- Civic participation often declines when economic insecurity and caregiving responsibilities reduce available time and resources (Schlozman et al., 2012; CAWP, 2023).

By connecting these national patterns to local data, the County can better understand where structural factors may be shaping outcomes locally and design policies that directly address those barriers.

Source: County of San Diego

Process Overview

To fulfill the ordinance, the County followed a step-by-step process that combines national research, local data, and departmental input. This process was designed to create a clear picture of gender-based outcomes across the region and within County operations. The process began with developing a shared framework and gathering data, then moved into analysis and synthesis. The goal was to produce a baseline report that departments and leaders can use to guide future action planning.

This report draws on two related but distinct frameworks. The international Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), adopted by the United Nations in 1979, contains a series of articles that establish standards for gender equity across domains including education, employment, health care, political participation, legal protections, and other areas. Separately, the County of San Diego’s local CEDAW ordinance (adopted in 2022) establishes a set of local principles that guide how the County advances gender equity across domains including education, employment, healthcare, and other areas through its own operations as a service provider, employer and community and business partner. Where this report references specific CEDAW “articles,” it is referring to the international Convention. Where the report references “local principles,” it is referring to the County’s ordinance. A full copy of the County’s CEDAW ordinance is included in Section 9: CEDAW Ordinance.

The following table summarizes each step, what it involved, and the key outputs that resulted.

Step	Description	Key Outputs
1. Collaborative Methodology Development	Defined a two-track approach linking population-level and County operational data to the local CEDAW principles.	Approved analytic framework and shared study design.
2. Comparative Analysis Framework Design	Established a benchmarking approach to compare San Diego County with regionwide, state, and national patterns.	Comparative tables and equity indicator framework.
3. Data Acquisition and Preparation	Selected, cleaned, and standardized Census and County datasets for analysis.	Validated datasets and crosswalk of variables.
4. Focus Population Identification and Variable Construction	Defined focus populations aligned with CEDAW Articles and created measurable indicators.	Ten population profiles and variable reference table.
5. Track 1: Regionwide Demographic Analysis	Analyzed disparities in income, employment, and related indicators using ACS 2019–2023 data.	Baseline regionwide intersectional gender equity metrics.
6. Track 2: County Operations Analysis	Reviewed departmental data to assess equity in service access and outcomes.	Departmental summaries highlighting gender equity efforts, patterns, and opportunities.
7. Cross-Track Comparison and Synthesis	Connected population-level and departmental findings to identify shared themes.	Integrated findings across both tracks.
8. Reporting and Translation to Action Planning	Synthesized results into report that will inform departmental action plans under the CEDAW ordinance.	Final baseline report and technical appendix.

How This Report Fulfills the County's CEDAW Ordinance

County of San Diego Ordinance No. 10791 (included in Section 9: CEDAW Ordinance) requires each participating jurisdiction to:

- 1. Identify and analyze gender disparities** in economic, social, health, safety, and civic outcomes;
- 2. Assess County policies, programs, and budgets** through a gender-equity lens; and
- 3. Develop an implementation and monitoring framework** to promote equitable outcomes for women and girls.

This baseline report fulfills the first stage of that mandate, the “data collection and assessment” phase, by producing a rigorous, quantitative assessment of gender inequities across the region’s population and County’s internal operations. The analysis directly satisfies the ordinance’s directive to *“use disaggregated data to identify gender-based disparities and barriers to full participation in County programs and opportunities.”*

Alignment Between the Ordinance and the Report’s Analytical Design

This report’s two-track methodology operationalizes the CEDAW framework in measurable terms:

CEDAW / Ordinance Requirement	How This Report Responds
Use data to identify and address gender-based disparities	Conducted population-level analysis of gender outcomes in income, employment, education, housing, health, and more using the 2019–2023 ACS 5-Year PUMS.
Integrate intersectional perspectives (e.g., age, income, race, family status)	Defined and analyzed ten focus populations representing overlapping forms of structural disadvantage.
Assess County programs and services for equity	Reviewed departmental data to identify possible disparities in participation and outcomes.
Establish a baseline for ongoing monitoring	Created reproducible indicators and methods for future tracking by County staff.
Ground recommendations in international gender-equity principles	Mapped each focus population’s findings to relevant CEDAW Articles and emphasized cross-sector strategies consistent with the Convention’s objectives.

Positioning Among Other CEDAW Local Studies

Other cities such as Los Angeles, San Francisco, and Pittsburgh have conducted qualitative CEDAW assessments focused on policy inventories and departmental self-assessments. The County’s analysis is distinct in both scope and rigor:

- It uses two kinds of data: federal data of the region and County operational data.
- It measures gender-based outcomes that can be tracked over time, so progress can be measured in future years.
- It looks at more than gender-based outcomes, by considering multiple factors like income, caregiving responsibilities, language, disability, and age. This helps connect the numbers to real-life experiences.

By combining these two data sources, the County created a model that other jurisdictions can copy if they would like to align local governance policies and practices with international CEDAW standards.

Section 3:
Snapshot of Gender
Inequity in the San Diego
County Region

Section 3: Snapshot of Gender Inequity in the San Diego County Region

This section provides an overview of gender-based outcomes and demographic patterns across the San Diego County region. It begins with a summary of key findings and general population statistics, followed by an analysis of outcomes for specific focus populations, including cross-cutting trends and profiles of ten population groups. The final part examines geographic patterns by ZIP Code, highlighting variations in gender distribution, race and ethnicity, and income, and connects these spatial trends to equity goals. Together, these insights offer context for understanding local conditions and inform future planning.

Each statement in this section cites a corresponding figure/table in Appendix 7, which contains the exact statistic. If a number is not in a table, it is a simple calculation from those values (see Appendix 6.2). Definitions of demographic groups are also provided in Appendix 6.2. The analysis is limited by the availability and structure of public datasets.

Most sources rely on binary gender categories and do not consistently capture gender-expansive identities.

Additionally, some demographic groups, such as Middle Eastern and North African (MENA) populations, are not distinctly categorized in federal datasets, which may obscure important disparities. The County's ongoing efforts to improve data disaggregation—including initiatives to collect MENA data—represent an important step toward addressing these limitations (U.S. Census Bureau, 2023; San Diego County, 2022).

These findings reflect regional patterns and are not intended to evaluate County programs or assign responsibility for observed disparities. Rather, they provide a contextual backdrop for understanding potential service needs and systemic barriers that may affect residents' access to County services. Disproportionalities are presented as signals for further inquiry, not as conclusions about equity or effectiveness.

Future analyses should consider supplementing regional data with community-based research, qualitative insights, and expanded data collection practices to better capture the experiences of gender-diverse populations.

3.1 Summary of Intersectional Gender Disparities in the San Diego County Region

Women in the San Diego County region face persistent and compounding disparities across economic, housing, health, civic, and public service domains. These disparities are shaped by intersecting factors such as race, immigration status, caregiving responsibilities, and language access.

The following analysis presents key findings aligned with the local principles of the CEDAW ordinance, drawing on disaggregated ACS data and supported by technical appendix tables.

These patterns are drawn from publicly available data sources and are not intended to assess the performance of County departments or programs. Rather, they offer context for understanding the broader conditions in which County operations take place and may help identify areas where further inquiry is warranted. These conditions are shaped by a combination of city, county, state, and federal policies, as well as by the actions of community partners and other institutions, and do not reflect the role of any single entity.

The analysis in this section is based on Track 1 of the methodology, which examines disaggregated data across domains aligned with the local principles of the CEDAW ordinance. These domains include economic development, healthcare, housing and homelessness, political and civic engagement, gender-based violence and harassment, the criminal legal system, and access to public services.

Women and gender-expansive individuals in the San Diego County region experience disparities that are not only domain-specific but also deeply intersectional, shaped by overlapping factors such as race, immigration status, caregiving responsibilities, age, and language barriers.

These disparities evolve across life stages—from young adulthood and parenting through aging, and often span multiple systems, including housing, employment, healthcare, and civic participation. While this section is organized, but not limited, by the seven local principles outlined in the County's CEDAW ordinance to support transparency and action planning, the findings also reflect the interconnected nature of inequity.

Throughout, this report highlights how compounded barriers affect specific populations and life stages, and where the County's roles as a service provider, employer, and community and business partner intersect with these disparities.

Source: County of San Diego

Economic Development

Economic disparities begin early and compound over time, particularly for women balancing caregiving with workforce participation. These patterns mirror national research showing that women's earnings gaps persist even when controlling for education and occupation, driven largely by occupational segregation and caregiving burdens (Hegewisch and Williams-Baron, 2017; Petersen and Morgan, 1995).

Women in the San Diego County region earn significantly less than men across nearly all racial and ethnic groups, with disparities being most severe among immigrant women, women in households with children under 6 years of age, and older women over 65 years of age. For example, Hispanic women earn \$41,500 annually compared to \$57,400 for Hispanic men, a gap of over \$15,000 (Figure 4). Among immigrants, women earn just \$5,800, trailing immigrant men by more than \$22,000 (Table 18). Older women earn \$25,800, \$23,000 less than older men (Table 10). These findings align with national patterns linking gender pay inequities to occupational segregation and unpaid care responsibilities (ILO, 2023; Budig and England, 2001).

Women are also overrepresented in lower-wage occupations: 79.2% of healthcare support roles, 75.4% of personal care and service jobs, and 69.3% of office administration roles are held by women, while 96.7% of construction jobs are held by men (Table 17). These patterns contribute to persistent wage gaps and reflect systemic barriers to advancement.

Recent immigrant women face the steepest wage gaps, earning just \$5,800 annually compared to \$28,200 for immigrant men, a \$22,400 disparity, despite 51.3% holding bachelor's degrees or higher, which exceeds the rate for immigrant men (47.4%) (see Table 24). These findings underscore how immigration status, caregiving, and language barriers compound to limit economic mobility (HR&A analysis of ACS 2019–2023 PUMS).

Criminal Legal System

Data limitations make it difficult to directly assess justice system involvement by gender and race. Because this analysis primarily relies on Census data, which does not include arrest or incarceration data, findings in this section draw on related socioeconomic indicators, such as unemployment, income, and housing stability, that are known correlates of justice system contact.

Women of color—particularly Black women—experience the highest unemployment rates and face disproportionate housing instability (Table 21). While these patterns do not directly measure justice system involvement, they reflect broader structural inequities that increase vulnerability to justice system contact for women of color, relative to other women. These findings underscore the need for trauma-informed, gender-responsive approaches and improved access to disaggregated data to more precisely evaluate gender and racial disparities within the criminal legal system.

Political and Civic Engagement

Civic participation and representation remain unequal across genders nationally and locally. Across the U.S., women—particularly younger, lower-income, and racial-minority women—remain underrepresented in appointed and elected positions (CAWP, 2023; Schlozman et al., 2012).

Despite comprising 49.4% of the region's population, women are underrepresented in civic leadership roles. As of 2023, women held approximately 32% of municipal offices nationwide, while California performed above the national rate at approximately 39% (CAWP, 2022; 2023). Within the San Diego region, representation varies by level of government: three of the County's five Board of Supervisors are women, but on the City of San Diego's nine-member council, women hold three seats. Statewide, Latinas hold approximately 11% of elected offices despite comprising 20% of California's population, pointing to potential intersectional gaps in who accesses civic leadership (HOPE and USC Equity Research Institute, 2022).

Women also remain underrepresented in California's state legislature, where they held 42% of seats as of 2023—a record high, but still below population parity (CAWP, 2023). These patterns suggest that while progress has been made at some levels of government, targeted recruitment and support strategies—particularly for women of color and women from underrepresented backgrounds—remain important to ensuring that civic leadership reflects the diversity of the communities it serves.

Healthcare

Health disparities reflect systemic barriers and the cumulative effects of gendered life experiences. Women's access to preventive and primary care is limited by factors such as cost, caregiving, and language barriers (Daher et al., 2021; Flores, 2006). Older women experience heightened vulnerability in health outcomes. Among older adults, women are more likely than men to report self-care difficulty (10.9% versus 7.5%), suggesting that aging and health services should account for gender differences in functional support needs (Table 11; HR&A analysis of ACS 2019–2023 PUMS).

Language barriers further compound healthcare access. 13.3% of women report speaking English “not well,” compared to 11.5% of men, and 4.8% of women report speaking English “not at all,” compared to 3.5% of men (Table 8). These disparities are especially pronounced among recent immigrants and older adults, limiting access to culturally competent care and digital health services.

Older Latina women face elevated rates of disability and limited English proficiency, which restrict access to culturally competent care and increase reliance on under-resourced public health systems (see Section 3.3; Table 10).

Gender-Based Violence and Harassment

Gender-based violence (GBV) describes any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between males and females. GBV intersects with economic and housing insecurity. Nationally, survivors are more likely to experience job loss, housing instability, and health complications (Breiding et al., 2014; Sullivan et al., 2023).

While ACS data does not directly measure GBV, the report highlights that **economic insecurity, housing instability, and caregiving burdens increase vulnerability to violence and harassment.** Populations such as women in households with children under 6 years of age and older women face compounded risks due to limited income, employment barriers, social isolation, and other factors (see Section 3.3). These findings suggest that gender-based violence prevention efforts must be integrated with housing, economic, caregiving, and other support.

Women in households with children under the age of 6 face income gaps of over \$40,000, and older women with limited mobility are among the most vulnerable to gender-based violence, yet both groups often lack access to integrated support services (Table 24). These risks are compounded by housing instability and caregiving demands.

Housing and Homelessness

Housing instability is closely intertwined with gender inequity and reflects broader patterns of economic and social disadvantage. National studies find women—especially single mothers and older women—face higher rates of housing cost burden and eviction risk (Desmond 2012).

Women are disproportionately impacted by rising housing costs and affordability challenges. Black and Latina women spend 64.4% and 58.0% of income on housing, compared to 61.7% for Black men and 53.9% for Latino men (Table 21). These findings were consistent across all racial/ethnic groups (Table 21).

While men experience higher rates of homelessness overall, race is a significant compounding factor. Black residents experience homelessness at 148.0 per 10,000—more than four times the rate of White residents (34.3 per 10,000) and far above the rate among Asian residents (3.9 per 10,000)—reflecting the deeply racialized nature of housing instability in the region (Table 23, Figure 5).

Reflecting on other systemic factors at work compounding these inequities, older women living alone on fixed incomes face heightened risks of foreclosure and eviction, while women in households with children under 6 years of age and low-income women without cars struggle to find housing near employment centers or childcare (HR&A analysis of ACS 2019–2023 PUMS).

Transportation, Library Services, Parks and Recreation, and Environmental Health Services

Access to services is shaped by many factors, including geography, transportation, language, and digital infrastructure. National studies show that women in car-less and low-income households face higher barriers to employment, healthcare, and civic engagement (Litman, 2021).

In the San Diego County region, women in low-income, car-less, or linguistically isolated households face compounded barriers to participation and digital access, consistent with national patterns of transportation disadvantage and the “digital divide” (Pew Research Center, 2021).

Women face barriers to accessing essential County services due to transportation, language, and digital divides. Low-income car-less households are disproportionately female—and among women in this group, broadband access is notably lower than for men (48.9% versus 54.9%), limiting opportunities for remote work, telehealth, and digital engagement. Language access compounds these barriers: 13.3% of women report speaking English “not well” compared to 11.5% of men (HR&A analysis of ACS 2019–2023 PUMS; Table 9).

Language access remains a critical equity issue. Based on ACS data, Spanish is spoken in approximately 22.4% of households, and a substantial share of residents report speaking English less than “very well” (Table 9).

These patterns indicate that a large portion of the region’s population may face language-related barriers when navigating services, employment, healthcare, and education, underscoring the importance of accessible, multilingual information and support.

Among low-income households without cars, women are less likely than men to live in overcrowded housing (19.0% versus 26.2%) but are more likely to report a disability (36.6% versus 29.1%), which may affect access to services and employment. Women in this group also have lower broadband access than men (48.9% versus 54.9%), indicating a digital access gap (HR&A analysis of ACS 2019–2023 PUMS).

3.2 General Demographics and Statistics Utilizing External Regionwide Data

This section provides a demographic and socioeconomic overview of the San Diego County region, using publicly available data from the U.S. Census Bureau’s American Community Survey (ACS) and the Public Use Microdata Sample (PUMS). These data establish a baseline understanding of the region’s population by examining characteristics including gender, race, ethnicity, age, education, language, immigration status, employment, and housing conditions.

By first describing the diversity of the San Diego County region and highlighting patterns in education, income, employment, housing, and language access, Section 3.2 provides the necessary context for understanding where and why gender disparities emerge and sets the stage for deeper analyses of structural inequities across populations. Understanding these variables is essential to interpreting the findings in Section 3.3, where the County analyzes ten focus populations selected based on the County’s CEDAW ordinance priorities and the availability of disaggregated ACS data.

This analysis serves two purposes:

- 1) To contextualize the region’s population-level disparities in income, employment, housing, and access to services.
- 2) To inform the selection of focus populations in Section 3.3 by identifying groups whose demographic characteristics align with the principles of the CEDAW ordinance and who face systemic barriers to opportunity.

Why this baseline matters. *Sex, race/ethnicity, age, immigration, language, education, income, employment, and housing are described because these ACS/PUMS variables are the ones that (a) can be reliably disaggregated by sex at the regional level and (b) can be associated with disparities that are analyzed in the focus profiles.*

ACS Data and Methodological Notes

Unless otherwise noted, all data in this section are derived from the 2019–2023 ACS 5-Year PUMS dataset. This dataset was selected because it allows for consistent cross-tabulation by gender and other demographic factors at the ZIP Code level while remaining replicable with public data. All figures presented here are calculated using Census-provided person weights (PWGTP) and follow the procedures documented in Technical Appendix Section 6.2.

Where specific data points are cited that do not appear in the appendix tables, they are derived from HR&A’s analysis of ACS PUMS data using the methodology described above.

The analysis is limited by the availability and structure of public datasets. Most sources rely on binary gender categories and do not consistently capture gender-expansive identities. Additionally, some demographic groups, such as MENA populations, are not distinctly categorized in federal datasets, which may obscure important disparities. The County’s ongoing efforts to improve data disaggregation—including initiatives to collect MENA data—represent an important step toward addressing these limitations (U.S. Census Bureau, 2023; San Diego County, 2022).

Source: HR&A analysis of 2019–2023 ACS PUMS data. See Technical Appendix Section 6.2 for variable definitions and detailed methodology.

Gender and Gender Identity

San Diego region's population is nearly evenly divided by gender, with 50.6% male and 49.4% female residents (Table 3). While ACS reports sex as a binary variable, supplemental data from the California Health Interview Survey (CHIS) indicate that approximately 0.8% (~26,000) of adults identify as transgender, and 3.6% of students in grades 7–11 identify as transgender (2.3%) or nonbinary (1.3%). These figures underscore the importance of considering gender diversity in understanding equity outcomes.

Race and Ethnicity

White residents represent the largest racial group in the region for both men (44.3%) and women (42.6%), followed by Hispanic (34.1% male and 35.0% female), Asian (11.2% male and 12.7% female), Black (4.8% male and 4.0% female) (Table 4). Individuals categorized as 'Other' comprise approximately 5.7% of both genders,

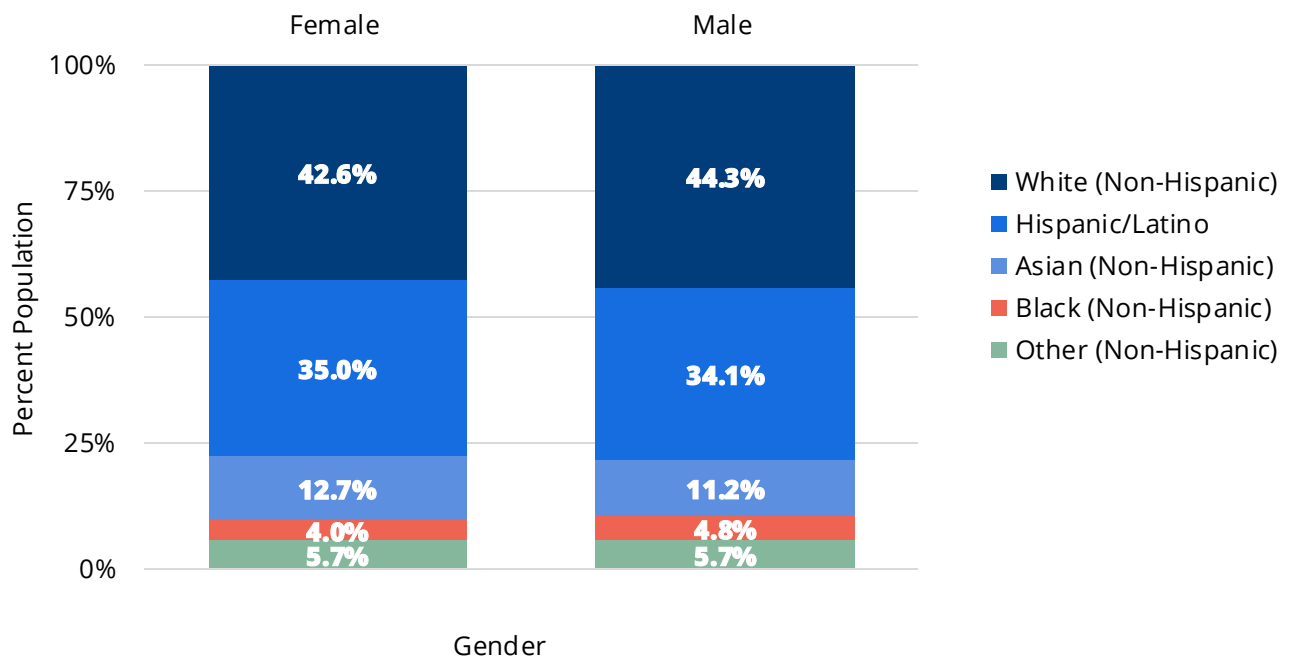
an ACS PUMS category that includes multiracial individuals, Native American/Alaska Native, Pacific Islander, Middle Eastern/North African, and other unclassified groups.

While racial proportions are relatively balanced across genders, outcomes are not. White and Asian residents have the highest overall earnings, yet also the widest gender wage gaps, while Hispanic and Black workers earn substantially less overall. These cross-cutting dynamics are examined further in Section 3.3, where focus populations reveal how racial inequities compound with caregiving, immigration, and housing vulnerabilities.

Figure 2: Population by Gender and Race/Ethnicity, San Diego County Region (ACS 2019–2023 5-Year PUMS)

San Diego County Region Population by Gender and Race/Ethnicity

Percent distribution within each gender (ACS PUMS 2019–2023, weighted by Person's Weight)



Distribution of San Diego County regional residents by self-reported gender and race/ethnicity. White and Hispanic/Latino residents comprise the largest racial groups across both genders. The White (Non-Hispanic) percentage is slightly higher among males than females, while Black and Asian residents represent smaller but significant shares.

Source: U.S. Census Bureau, American Community Survey (ACS) 2019–2023 5-Year Public Use Microdata Sample (PUMS); HR&A analysis. See Appendix Table 4. Population by Gender and Race/Ethnicity.

Note: Figures describe regionwide demographics and are not intended to assess County program participation.

Education

Women in the San Diego County region are slightly more likely than men to earn bachelor's (20.2% vs. 18.9%) and master's degrees (8.6% vs. 7.4%), while men are more likely to hold the highest terminal degrees (professional degrees: 2.2% vs. 2.0%; doctorates: 2.1% vs. 1.6%). However, educational attainment does not translate into equitable earnings. Among low-income residents without access to a vehicle—a key factor affecting access to jobs, education, and services—23.7% of women lack a high school diploma, compared to 16.7% of men. This difference illustrates how multiple barriers can intersect and reinforce disadvantage within certain groups. (Table 12: Educational Attainment by Race/Ethnicity, Female Population; Table 13: Educational Attainment by Race/Ethnicity, Male Population) Despite women's higher educational attainment, corresponding wage gains do not materialize—a pattern consistent with occupational segregation and caregiving penalties documented nationally.

Section 3.3 demonstrates how these educational gaps intersect with caregiving, housing cost burden, and limited language access to help shape employment opportunities and wage outcomes.

Immigration Status

9.5% of women and 8.8% of men are non-citizens. Among recent immigrants (those who arrived within the past five years), income gaps are stark: immigrant women earn just \$5,800 annually compared to \$28,200 for immigrant men—a \$22,400 disparity. (Source: Table 24; HR&A analysis of 2019–2023 ACS PUMS data.)

For reference, the federal poverty level in 2023 for a single individual in the 48 contiguous states was \$14,600 annually (HHS, 2022). Section 3.3 explores how recency of arrival intersects with English proficiency, employment access, and caregiving demands, helping to shape earnings and housing outcomes.

Language Use and English Proficiency

English is the most commonly spoken language in the San Diego County region, followed by Spanish. Women are slightly more likely than men to speak Spanish or other non-English languages at home. Among women, 13.3% report speaking English “not well” compared to 11.5% of men, and 4.8% of women report speaking English “not at all” compared to 3.5% of men. (Table 9: Language Spoken at Home by Gender, Table 10: English Proficiency by Gender).

Language barriers strongly influence outcomes including educational attainment, employment opportunities, and digital access. Households where English is not the primary language also report lower digital broadband adoption rates, limiting opportunities for remote work, telehealth, and other digital services. Section 3.3 examines how limited English proficiency intersects with economic vulnerability, particularly for immigrant women balancing workforce participation with caregiving responsibilities.

Threshold languages refer to non-English languages that meet County-defined population or service-use thresholds that trigger requirements for translated materials, interpretation services, and language access supports under County policy and state and federal civil rights guidance. These thresholds are used to prioritize languages for which departments must provide translated content and interpretation to ensure meaningful access to services for residents with limited English proficiency.

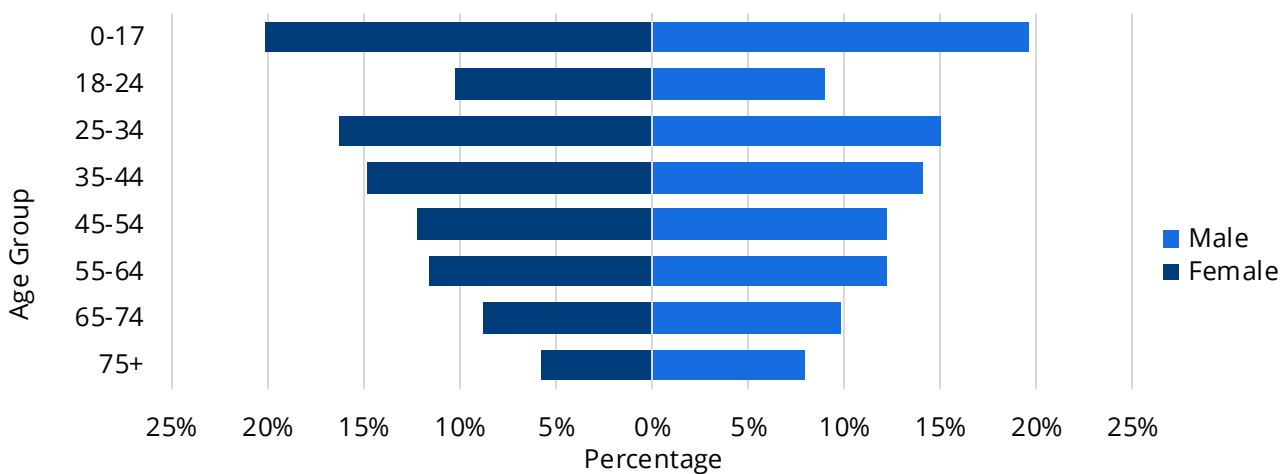
In the San Diego County region, the largest threshold language is Spanish, reflecting the County's substantial Spanish-speaking population. Based on ACS estimates, Spanish is spoken by approximately 22.4% of residents at home, making it the primary non-English language for which County services are designed. Other threshold languages in the region include Arabic, Vietnamese, Chinese (e.g., Mandarin/Cantonese), Tagalog, and Somali, each representing smaller but significant shares of the regional population (generally ranging from approximately ~0.5% to ~2% of residents, depending on the language). Together, these languages account for the vast majority of residents with limited English proficiency in the County.

Age

While men and women in the San Diego County region have similar overall age distributions, small differences emerge at both younger and older stages of life. Men outnumber women in young adult age groups (18-34), with 16.3% of men ages 25-34 compared to 15.1% of women, and 10.3% of men ages 18-24 compared to 9.0% of women. By contrast, women are more represented in older age brackets, comprising 9.8% of residents ages 65-74 compared to 8.8% of men, and 8.0% of residents 75+ compared to 5.8% of men. (Table 5.)

Although these differences are small in percentage terms, they help frame where gender-related differences in caregiving, retirement security, disability, and economic outcomes may become more visible. A significant share of women are in their childbearing years aged 15-50, shaping demand for parental leave and childcare services, while older women experience heightened vulnerability due to factors including lower lifetime earnings and higher disability rates. (Table 11: Disability Status by Gender) Section 3.3 explores both dimensions in profiles of women in households with children under 6 years of age and older women.

Figure 3: Population by Gender and Age Group, San Diego County Region (ACS 2019-2023 5-Year PUMS)



Age distribution of San Diego County regional residents by gender. Men are more represented in younger age groups, while women outnumber men among residents 65 and older—highlighting differing life-stage service needs.

Source: U.S. Census Bureau, ACS 2019–2023 5-Year PUMS; HR&A analysis. See Appendix Table 5. Population by Gender and Age Group.

Note: Results provide context for aging, caregiving, and workforce participation trends.

Income and Employment

Income and employment outcomes in the San Diego County region vary substantially by both gender and race/ethnicity (Tables 15, 16, and 18). Using ACS 2019-2023 5-Year PUMS data on mean annual earnings for employed residents age 16 and older, the highest-earning group in the region is White (non-Hispanic) men, with average earnings of approximately \$100,700 per year (Table 18).

By contrast, the lowest-earning group among those shown is Hispanic/Latina women, with average earnings of approximately \$41,500 per year (Table 18). This places the difference between the highest and lowest-earning groups at roughly \$59,200 annually, illustrating the scale of income variation across intersecting gender and race/ethnicity categories.

Within each racial and ethnic group, men earn more on average than women (Table 18):

- Among White (non-Hispanic) residents, men earn about \$100,700 compared to \$66,400 for women.
- Among Asian (non-Hispanic) residents, men earn about \$90,100 compared to \$61,000 for women.
- Among Black (non-Hispanic) residents, men earn about \$57,700 compared to \$46,000 for women.
- Among Hispanic/Latino residents, men earn about \$57,400 compared to \$41,500 for women.

Income and Employment (continued)

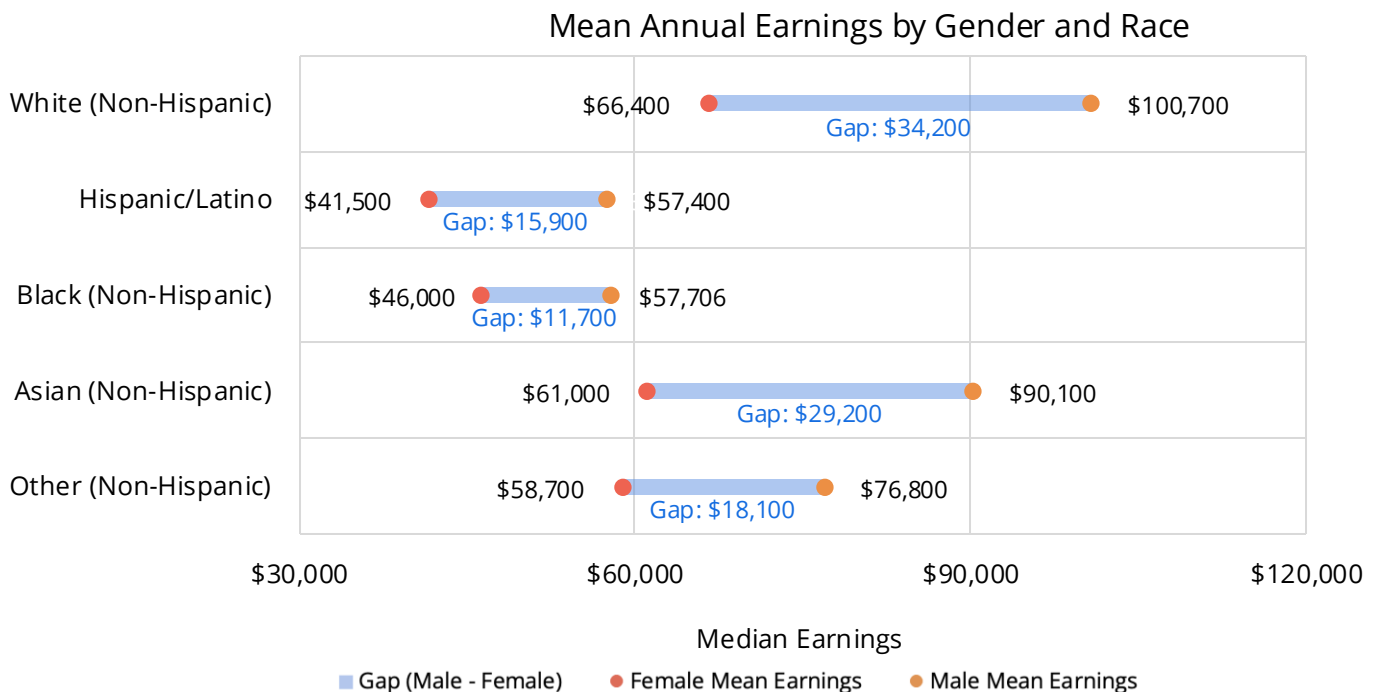
While gender gaps are largest in dollar terms among White and Asian residents, Black and Hispanic women and men also have lower average earnings overall, indicating layered differences by both gender and race/ethnicity rather than a single uniform pattern (Table 18).

Employment and unemployment patterns also differ by gender and race/ethnicity (Tables 15 and 16). Across most groups, men are more likely to be employed and women are more likely to be not in the labor force. For example, 59.8% of White men are employed compared to 53.5% of White women, and 65.1% of Asian men are employed compared to 57.3% of Asian women (Tables 15 and 16). Among Hispanic/Latino residents, 67.5% of men are employed compared to 57.0% of women (Tables 15 and 16). Black residents show lower employment rates overall, with 52.2% of Black men and 49.9% of Black women employed (Tables 15 and 16).

Unemployment rates are relatively similar across genders within racial and ethnic groups but remain highest among Black residents, at 5.8% for Black women and 5.0% for Black men, compared to approximately 3.0%-3.8% among White and Asian residents (Tables 15 and 16). These patterns indicate that differences in both labor force participation and employment levels vary across groups, even when overall regional unemployment remains relatively low.

Together, these findings show that the San Diego County region’s income and employment landscape is characterized by large differences between the highest- and lowest-earning groups, persistent gender gaps within racial and ethnic groups, and meaningful variation in employment and labor force participation across populations (Tables 15, 16, 18, 21, and 24). These results are descriptive and diagnostic. They do not assign causation or evaluate specific programs, but instead provide a consistent picture of where economic differences are most pronounced and where further, more targeted analysis and policy discussion may be warranted.

Figure 4: Mean Earnings by Gender and Race/Ethnicity, San Diego County Region (ACS 2019-2023 5-Year PUMS)



Mean annual earnings among employed residents age 16 and older, disaggregated by gender and race/ethnicity. White and Asian residents have the highest mean earnings but also the largest gender wage gaps, while Hispanic and Black residents earn substantially less overall.

Source: U.S. Census Bureau, ACS 2019–2023 5-Year PUMS; HR&A analysis. See Appendix Table 18. Mean Earnings by Gender and Race/Ethnicity.

Industry and Occupation

Women and men in the San Diego County region are concentrated in different broad occupation groups, and these distribution patterns help contextualize observed differences in earnings and economic security. Using standard ACS occupation classifications (Table 17), women are more heavily represented in caregiving, administrative, and service-oriented fields, including healthcare support occupations (79.2% women), personal care and service occupations (75.4% women), and office and administrative support occupations (69.3% women). Women also make up just over half of workers in professional occupations (50.6%) and sales occupations (49.7%).

Men, by contrast, are more heavily represented in physically intensive and traditionally higher-paying trade and infrastructure-related fields, including construction, extraction, and maintenance occupations (96.7% men), transportation and material moving occupations (78.5% men), and protective service occupations (77.3% men). Men also comprise a majority of workers in production occupations (68.4%) and building and grounds cleaning and maintenance occupations (60.9%).

These occupation groups follow standard ACS definitions. For example, “healthcare support” includes roles such as nursing assistants, home health aides, and medical assistants, while physicians and many registered nurses are classified under “professional occupations.” Similarly, “construction, extraction, and maintenance” includes trades such as construction laborers, electricians, and mechanics. This section focuses on how women and men are distributed across broad occupation groups, not on pay levels within each occupation.

Earnings differences by gender and race/ethnicity are analyzed separately using ACS income data (Table 18). Those results show that, across nearly all racial and ethnic groups, men have higher mean earnings than women, reflecting both occupational sorting and differences in pay within and across fields. The occupational patterns shown here help explain how workforce distribution may contribute to these broader earnings gaps, without implying that any single occupation category determines income outcomes.

These patterns are shaped in part by education, training pathways, credential requirements, and labor market structures, though this report does not analyze fields of study, degree types, or specific

career pipelines. Future analysis could examine how educational pathways intersect with occupational sorting and earnings outcomes to further inform workforce and equity strategies.

Importantly, this analysis is descriptive rather than causal. It does not assess the relative value, quality, or social importance of different types of work, nor does it attribute responsibility for observed patterns to individual choice or County policy. Instead, it provides a structural view of how work is distributed across the labor market, offering context for understanding persistent gender and racial differences in economic outcomes observed elsewhere in this report.

Housing and Homelessness

Housing affordability remains a central equity concern in the San Diego County region. In this report, “extremely cost-burdened” households are defined as those spending 50% or more of household income on housing costs (Appendix Table 21). Households in this category face substantial budget constraints, leaving less income available for other necessities such as food, healthcare, transportation, and savings.

Across the San Diego County region, women represent 53.9% of extremely cost-burdened renter households. This does not imply that these households are exclusively women-led or single-parent households; rather, it reflects the gender composition of individuals living in households experiencing very high housing cost burdens. Within this group, extremely cost-burdened renters devote, on average, nearly 80% of household income to housing costs (Table 21), indicating limited financial flexibility and heightened exposure to economic stress.

Extremely high housing cost burdens vary by race and ethnicity. Among women renters, 64.4% of Black women, 58.0% of Hispanic/Latina women, 54.7% of White women, and 49.5% of Asian women live in extremely cost-burdened households. Among men, the corresponding shares are 61.7% for Black men, 53.9% for Hispanic/Latino men, 50.6% for White men, and 44.1% for Asian men (Table 21). These figures highlight that extremely high housing cost burdens are widespread across groups, with particularly high rates among Black and Hispanic/Latino renters.

Housing and Homelessness (continued)

Vehicle access is another dimension of housing and economic vulnerability examined in this report. Regionwide, 8.7% of households lack access to a personal vehicle (Appendix Table 24). Lack of vehicle access is more common among lower-income households and in certain inland areas of the region. While this analysis does not establish a causal relationship between vehicle access and housing or employment outcomes, it highlights a geographic and economic pattern that may affect how households connect to jobs, services, and affordable housing options. In this report, vehicle access is therefore treated as a contextual indicator of mobility and access, rather than as a direct driver of housing instability.

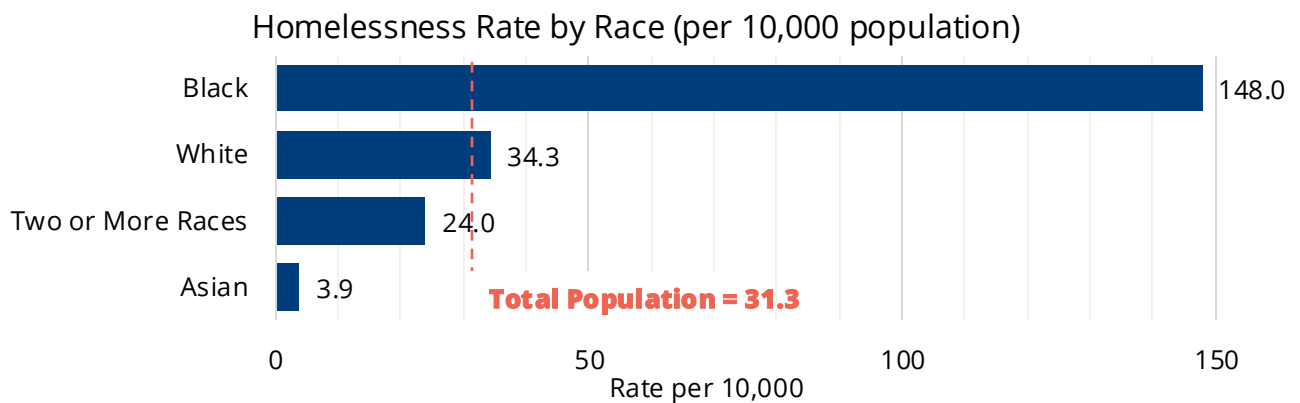
Homelessness data further illustrate pronounced racial and gender disparities in housing precarity. Overall, men experience higher rates of homelessness than women—38.9 per 10,000 residents for men compared to 22.6 per 10,000 for women (Table 22). By race, Black residents experience homelessness at substantially higher rates than other groups—148.0 per 10,000, compared to 34.3 per 10,000 among White residents and 3.9 per 10,000 among Asian residents (Table 23). These figures reflect deep and persistent inequities in housing stability that extend beyond any single program or system.

Within the female population, certain life stages and household contexts are associated with elevated economic and housing vulnerability. As explored further in Section 3.3, older women and women in households with young children often face lower incomes, higher caregiving responsibilities, and greater exposure to cost burdens, which can compound housing-related risks (Table 24). These patterns are descriptive and highlight where vulnerabilities concentrate; they do not imply inevitability or assign causation to any single factor.

Taken together, these indicators show that extremely high housing cost burdens and homelessness are not evenly distributed across the population. They also underscore why housing affordability, income adequacy, and access to supportive services are central to understanding gender and intersectional equity in the San Diego County region. This analysis does not claim that any single factor—such as gender, race, or vehicle access—causes housing instability. Instead, it provides a structured view of where risks and constraints are most concentrated, helping identify areas where further inquiry, coordination, and targeted policy responses may be warranted.

Figure 5 below shows the rate of homelessness per 10,000 people in the San Diego County region by race, with the red vertical line indicating the overall homelessness rate for the total population (31.3 per 10,000) as a reference point.

Figure 5: Rate of Homelessness per 10,000 Residents by Race, San Diego County Region (HUD PIT 2023 + ACS 2019–2023)



Homelessness rates per 10,000 residents by race. Black residents experience homelessness at rates more than four times higher than White residents, underscoring racial inequities in housing stability.

Source: U.S. Department of Housing and Urban Development (HUD) 2023 Point-in-Time (PIT) Count; U.S. Census Bureau, ACS 2019–2023 5-Year PUMS; HR&A analysis. See Appendix Table 23. Homelessness Rates by Race.

Note: Data reflect population-level conditions and are not evaluative of County housing or homelessness programs.

3.3 Intersectional Gender Inequity by Focus Populations

The San Diego County region's gender equity landscape cannot be understood through a single metric. Differences in outcomes related to earnings, employment, housing stability, health, and access to services reflect overlapping social and economic conditions that affect people differently based on characteristics such as caregiving roles, race, disability status, immigration status, age, language, and income. This section examines ten focus populations identified through the County's CEDAW framework and the study's analytical approach.

In this report, a **focus population** means a specific group of people who share a defining characteristic or life circumstance—such as being an older adult, having limited English proficiency, living in a low-income household without a car, or having a disability—and for whom outcomes can be examined using available data. These groups are not meant to represent all possible identities or experiences. Rather, they are selected lenses that help make differences in outcomes more visible and easier to analyze using consistent, publicly available data.

The County's CEDAW ordinance calls for the assessment of **intersectional equity outcomes using disaggregated data**—that is, data analyzed across specific population groups to reveal patterns that may be masked in regionwide averages. The ordinance specifies, to the extent permitted by law, categories such as race, immigration status, national origin or ancestry, gender, gender identity, disability, marital status, sex, sexual orientation, age, parental status, language, and socioeconomic status. This analysis aligns with that directive by using U.S. Census Bureau American Community Survey (ACS) Public Use Microdata Sample (PUMS) variables that most closely correspond to those categories. Because not every attribute named in the ordinance is available in ACS microdata, this report uses the best available, transparent proxies that can be measured consistently across the population.

The ten focus populations included in this section were selected based on three criteria: (1) their relevance to the ordinance's principles, (2) the availability and reliability of ACS data to describe their outcomes, and (3) their usefulness in illustrating how gender differences intersect with other demographic and socioeconomic characteristics in the San Diego County region. Other groupings could also be examined, but these were prioritized because they represent distinct and policy-relevant conditions that appear repeatedly across multiple outcome areas in the data.

Each **profile** in this section is a short, data-based summary of conditions for one focus population. A profile brings together information on income, employment, housing, health, or access-related indicators to show how outcomes for women and men within that group compare to broader regionwide patterns. The purpose of these profiles is not to explain causes, assign responsibility, or evaluate program performance, but to make differences in outcomes more visible and to support informed discussion about where further analysis, monitoring, or policy attention may be warranted.

Why Focus Populations Matter

These profiles make structural inequities visible at the intersection of gender and identity. They help County departments and policymakers:

- Identify which groups experience compounded disadvantage and where disparities are most severe;
- Design interventions that advance multiple CEDAW local principles simultaneously; and
- Establish a replicable baseline for future progress monitoring.

Each profile that follows summarizes conditions, gendered disparities, and policy implications for one focus population—creating a bridge between quantitative evidence and actionable strategies for achieving gender equity in the San Diego County region.

Together, these focus population profiles are intended to support future departmental equity assessments, guide more targeted policy discussions, and establish a replicable baseline for tracking CEDAW implementation over time.

Focus Populations Analyzed

The focus populations analyzed in this section were selected to operationalize the San Diego County CEDAW ordinance by translating broad human-rights principles into measurable, intersectional indicators that reflect real disparities in residents' lives. Each population captures a specific intersection of gender with structural conditions—such as caregiving, language, age, disability, immigration, income, or housing status—that shape access to outcomes such as economic opportunity, health, education, and security.

These populations were identified based on (1) their relevance to the international CEDAW articles and the local principles of the CEDAW ordinance, (2) data availability through the American Community Survey (ACS) and Public Use Microdata Sample (PUMS), and (3) alignment with the County's policy priorities around equity, affordability, and inclusion. Together, they illustrate how gender disparities intersect with race, class, and geography to produce compounding disadvantage, and where further analysis may uncover methods to improve outcomes effectively advance gender equity.

Articles 1, 3, and 4 of the international CEDAW define discrimination, mandate proactive measures to ensure equality, and authorize targeted interventions for underrepresented groups. These foundations underpin all focus population analyses.

CEDAW Article	Theme	Corresponding Focus Populations	Relevance to County Context
Article 2	Nondiscrimination and equal protection under the law	All populations	Cross-cutting principle applied throughout analyses.
Article 5	Addressing gender stereotyping and recognizing unpaid care work	Households with Children Under Six; Intergenerational Households; Older	Highlights the economic impact of unpaid caregiving on women and families.
Article 10	Equal access to education and vocational training	Limited English Proficiency (LEP) Residents; Recent Immigrants; People with Disabilities	Examines language and educational barriers limiting access to higher-wage jobs and County programs.
Article 11	Equality in employment, pay equity, and social protection	Unemployed Residents; Women Veterans; LEP Residents; Low-Income No-Car Households	Core to gender wage-gap, labor-force, and economic-security findings.
Article 12	Access to health care and social services	Older; People with Disabilities; Women Veterans	Reflects disparities in health coverage, disability prevalence, and care access.
Article 13	Economic and social participation (housing, credit, cultural life)	Extremely Cost-Burdened Households; Low-Income No-Car Households; Unemployed Residents	Links housing and financial insecurity to gendered economic barriers.
Article 14	Rights of rural and marginalized women	Low-Income No-Car Households; Severely Cost-Burdened Households; Older; People with Disabilities	Interprets spatial and service-access inequities as urban forms of marginalization.
Article 15	Freedom of movement and equality before the law	Low-Income No-Car Households; Recent Immigrants	Reflects transportation barriers, documentation issues, and access to County services.
Article 16	Rights in family and childcare responsibilities	Households with Children Under Six; Intergenerational Households	Addresses care burdens, family structure, and gendered household labor.

Scope Limitations: Articles 7-9

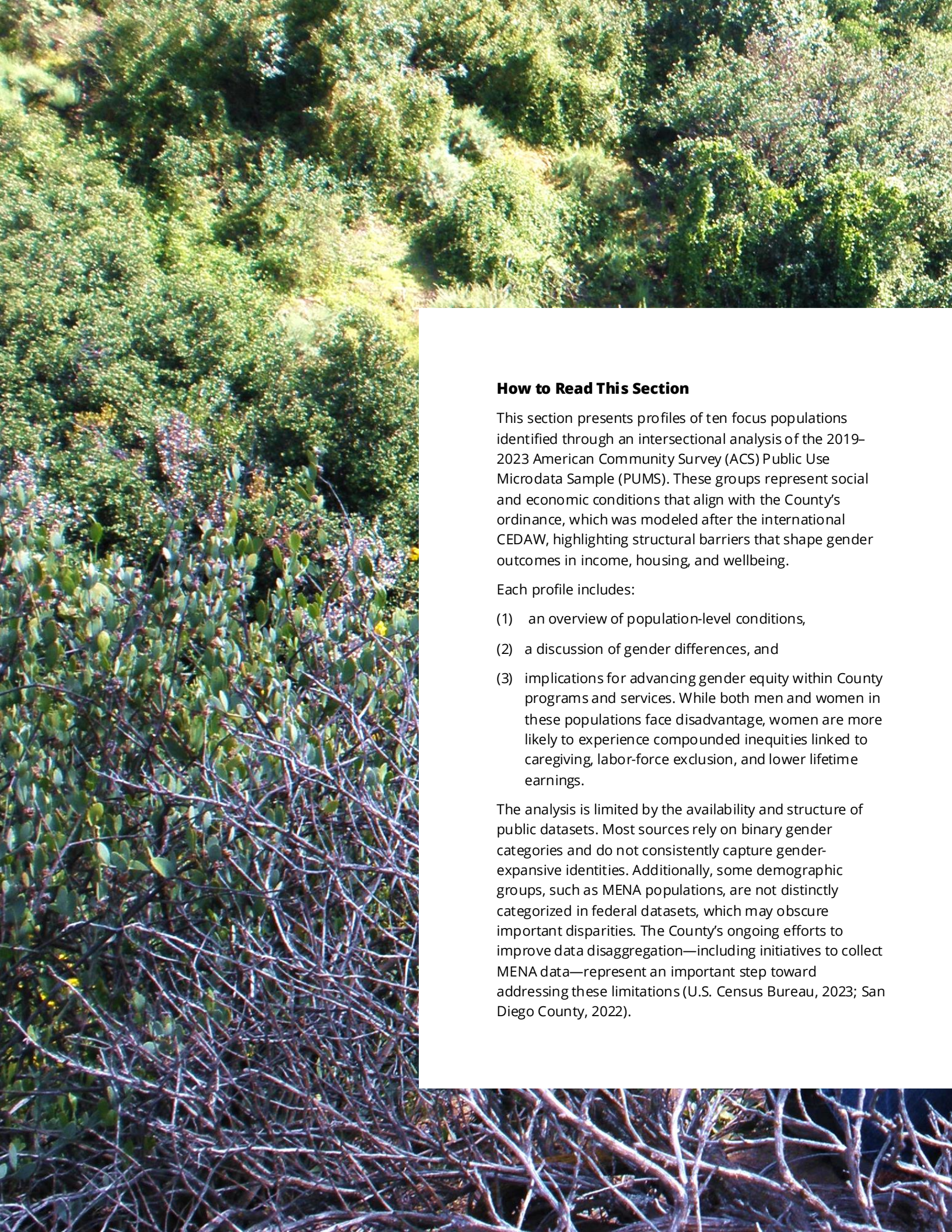
Articles 7-9 of the international CEDAW address women's participation in political and public life, representation in governmental and international institutions, and equal rights to nationality. These domains are central to intersectional gender equity, but they cannot be fully assessed using ACS or PUMS microdata, which do not capture political participation, pathways to citizenship, or leadership representation in a consistently disaggregated, population-wide format.

For this baseline report, these articles are therefore examined primarily through County administrative data and departmental review, including information on internal workforce composition, board and commission appointments, and leadership representation. This approach differs from the population-level analysis used for Articles 10-14, which relies on census-based data to measure outcomes across the broader community. The distinction reflects common practice in local CEDAW implementation: using population data to establish baseline conditions where feasible, and using institutional and administrative data to assess governance, representation, and participation.

This does not mean Articles 7-9 are treated only qualitatively or that quantitative analysis is inappropriate. Rather, the limitation is that comparable, publicly available, population-level datasets are not currently available for these topics in a form that supports consistent, disaggregated analysis across the region. Where quantitative County administrative data exist (for example, on workforce composition or board and commission appointments), they are incorporated into the Track 2 analysis. However, these data do not yet provide a complete, standardized picture across all dimensions of political participation and civic leadership.

For this reason, findings related to Articles 7-9 in this report should be understood as baseline and partial, based on the best available administrative sources at the time of reporting. For example, current County records indicate that women comprise approximately 45% of appointed board and commission members, suggesting progress toward parity but also indicating remaining gaps. Future iterations of this analysis could be strengthened by incorporating additional data sources, such as more detailed County administrative records, data from cities within the San Diego County region, or other local and regional datasets related to civic participation and leadership pathways.

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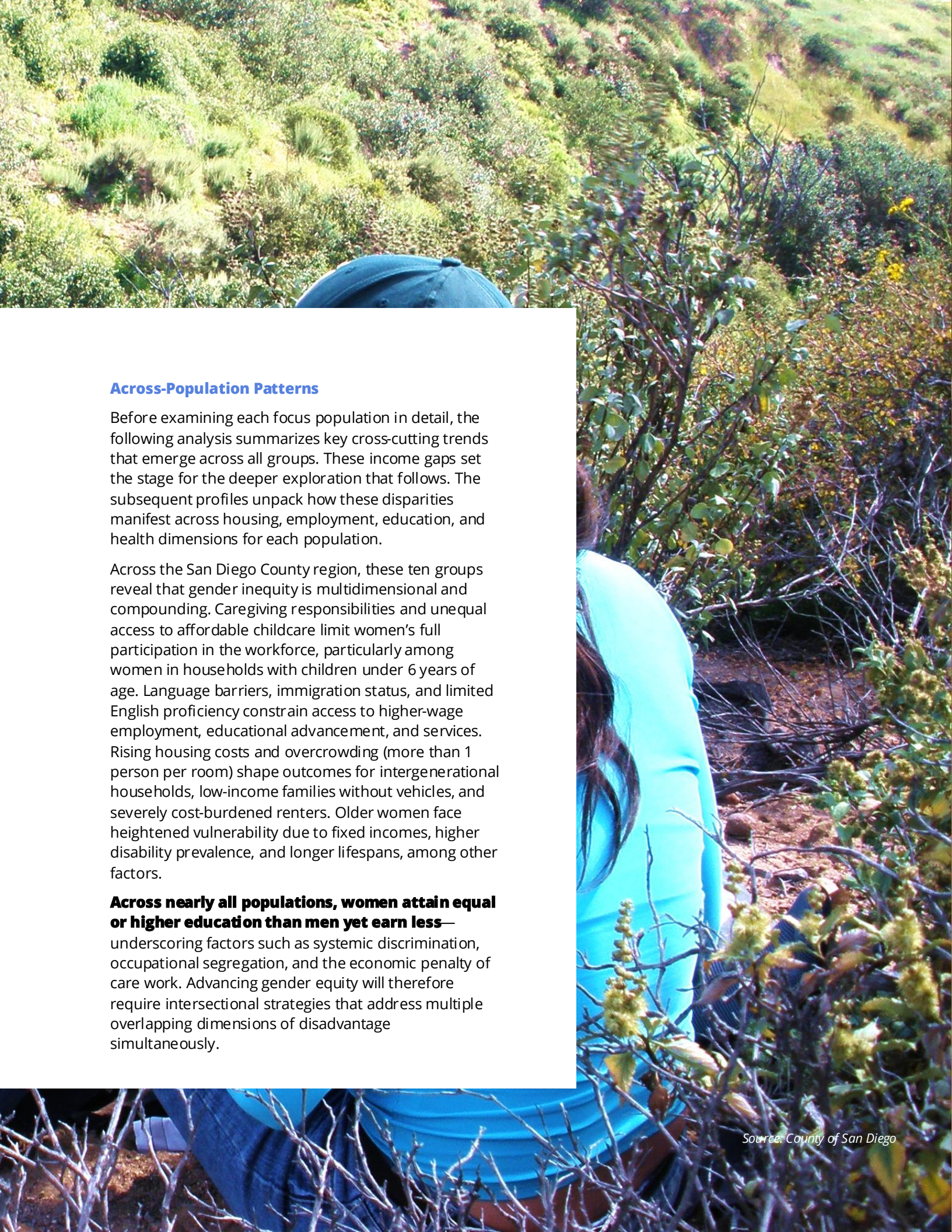
How to Read This Section

This section presents profiles of ten focus populations identified through an intersectional analysis of the 2019–2023 American Community Survey (ACS) Public Use Microdata Sample (PUMS). These groups represent social and economic conditions that align with the County's ordinance, which was modeled after the international CEDAW, highlighting structural barriers that shape gender outcomes in income, housing, and wellbeing.

Each profile includes:

- (1) an overview of population-level conditions,
- (2) a discussion of gender differences, and
- (3) implications for advancing gender equity within County programs and services. While both men and women in these populations face disadvantage, women are more likely to experience compounded inequities linked to caregiving, labor-force exclusion, and lower lifetime earnings.

The analysis is limited by the availability and structure of public datasets. Most sources rely on binary gender categories and do not consistently capture gender-expansive identities. Additionally, some demographic groups, such as MENA populations, are not distinctly categorized in federal datasets, which may obscure important disparities. The County's ongoing efforts to improve data disaggregation—including initiatives to collect MENA data—represent an important step toward addressing these limitations (U.S. Census Bureau, 2023; San Diego County, 2022).



Across-Population Patterns

Before examining each focus population in detail, the following analysis summarizes key cross-cutting trends that emerge across all groups. These income gaps set the stage for the deeper exploration that follows. The subsequent profiles unpack how these disparities manifest across housing, employment, education, and health dimensions for each population.

Across the San Diego County region, these ten groups reveal that gender inequity is multidimensional and compounding. Caregiving responsibilities and unequal access to affordable childcare limit women's full participation in the workforce, particularly among women in households with children under 6 years of age. Language barriers, immigration status, and limited English proficiency constrain access to higher-wage employment, educational advancement, and services. Rising housing costs and overcrowding (more than 1 person per room) shape outcomes for intergenerational households, low-income families without vehicles, and severely cost-burdened renters. Older women face heightened vulnerability due to fixed incomes, higher disability prevalence, and longer lifespans, among other factors.

Across nearly all populations, women attain equal or higher education than men yet earn less—

underscoring factors such as systemic discrimination, occupational segregation, and the economic penalty of care work. Advancing gender equity will therefore require intersectional strategies that address multiple overlapping dimensions of disadvantage simultaneously.

Earnings Disparities Across Focus Populations

Comparing median personal income across the ten focus populations highlights how overlapping forms of disadvantage compound gender inequity. Gender-based earnings disparities are particularly pronounced among the region's ten focus populations.

Across every group, women earn substantially less than men, reflecting the cumulative effects of compounding challenges women encounter such as caregiving, occupational segregation, discrimination, and systemic barriers to higher-wage work.

Households with children under 6 years of age show the largest gap: men report median personal incomes of about \$74,900, compared to about \$34,700 for women—a difference of roughly \$40,200. Among recent immigrants, women report median incomes of about \$5,800, compared to about \$28,200 for men—a gap of roughly \$22,400. Among older adults, women report median incomes of about \$25,800, compared to about \$48,900 for men. In intergenerational households, women report about \$20,300 in median personal income, compared to about \$35,700 for men. Among residents with limited English proficiency, women report median incomes of about \$10,400—less than half of the approximately \$24,400 reported by men, and below the federal poverty level of \$14,600 for a single individual in 2023 (HHS, 2022; Table 24).

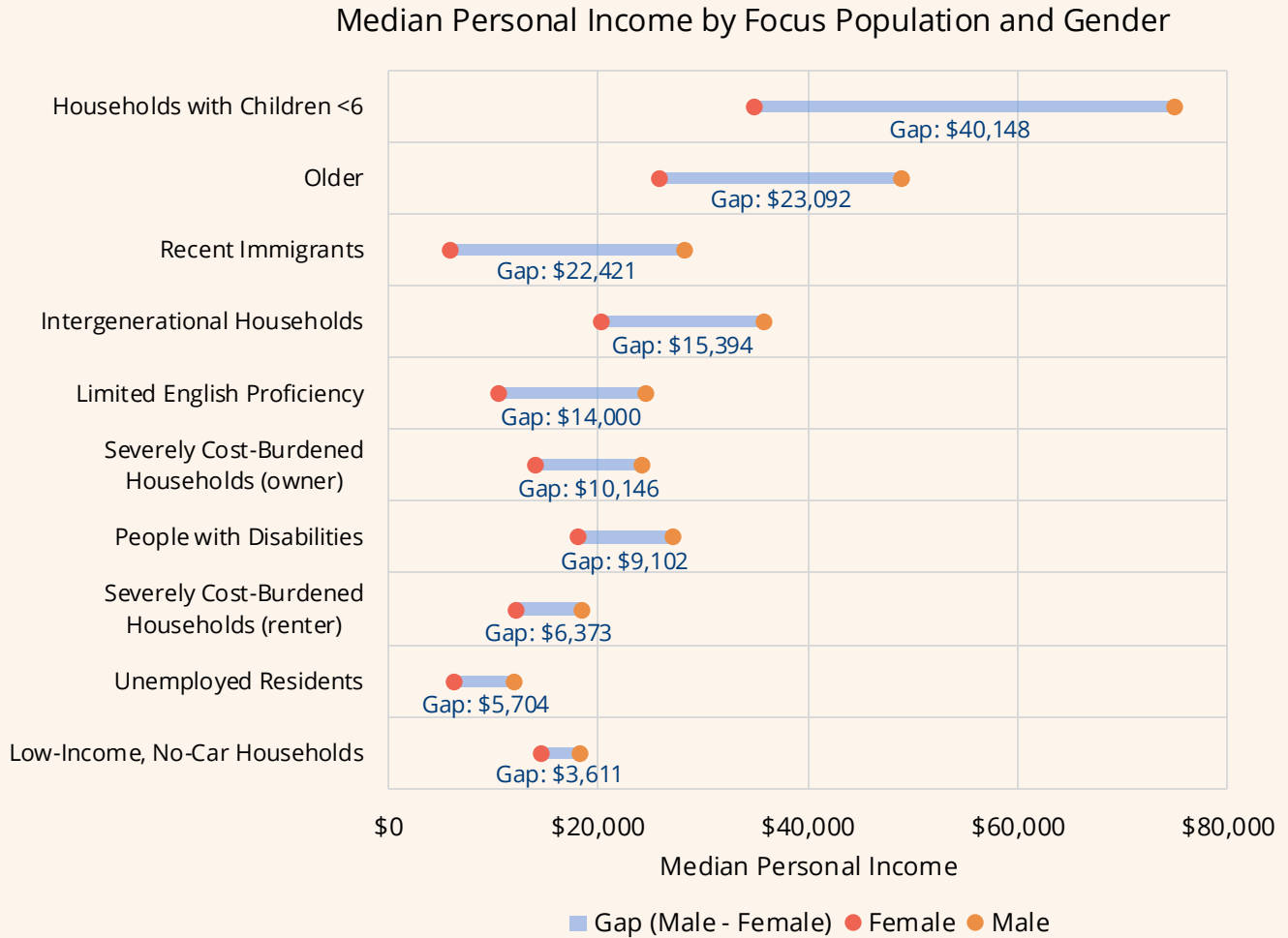
Other vulnerable populations also show substantial disparities:

- Among extremely cost-burdened homeowners (spending 50% or more of income on housing costs), men report median personal incomes of about \$24,200, compared to about \$14,000 for women; among extremely cost-burdened renters, median reported incomes are about \$18,500 for men and \$12,100 for women—a figure below the 2023 federal poverty level of \$14,600 (HHS, 2022), and one that must be read alongside the finding that this group devotes nearly 80% of household income to housing costs (Table 24).
- Among people with disabilities, women report median personal incomes of about \$18,000, compared to about \$27,100 for men (Table 24).
- Among individuals who were unemployed in the last year, reported median personal income from all sources is about \$6,200 for women, compared to about \$11,900 for men (Table 24).
- In low-income households without access to a vehicle, women report median personal incomes of about \$14,500—approximately equal to the 2023 federal poverty level of \$14,600 for a single individual (HHS, 2022)—compared to about \$18,100 for men (Table 24).

Together, these patterns highlight the intersectional nature of economic inequality in the region: across multiple focus populations, women consistently report lower personal incomes than men, underscoring how gender interacts with caregiving, disability, immigration status, housing precarity, and access to transportation to shape economic outcomes.

Figure 6 visualizes these income gaps, illustrating where the disparities are steepest and where targeted, population-specific strategies could most effectively advance gender equity.

Figure 6: Median Personal Income by Focus Population, San Diego County Region (ACS 2019–2023 5-Year PUMS)



The figure compares the median personal income of women in each of the ten focus populations to the regionwide median for all adults (\$58,900). Every population analyzed earns below the overall median, with the largest gaps among single mothers (\$38,900), women with disabilities (\$37,800), and low-income women (\$29,200). These findings underscore how caregiving, disability, language barriers, and housing instability reinforce gender-based economic disparities.

Source: U.S. Census Bureau, American Community Survey 2019–2023 5-Year Public Use Microdata Sample (PUMS); HR&A analysis. Estimates derived from ACS 2019–2023 PUMS microdata using HR&A’s custom weighting and categorization methodology. Results are subject to sampling error.

Note: All estimates are weighted using person-level weights (PWGTP). Focus population definitions correspond to variables listed in Appendix Section 6.2.

To help interpret the County's baseline findings, selected gender-equity indicators are benchmarked against California and United States averages. These indicators were chosen because they are (1) available in disaggregated form for women at all three geographic levels and (2) directly correspond to the employment, income, education, and housing measures analyzed in Section 3. The comparison provides context—not evaluation—by showing where local outcomes track or diverge from broader structural patterns.

Figure 7. Gender Equity Benchmark Indicators: San Diego County Region Compared with California and the United States (2019–2023)

Indicator (Women, 2019–2023 ACS)	San Diego County	California	United States
Gender wage ratio (women's median earnings / men's, full-time, year-round)	82%	76%	72%
Women in the labor force (16+)	61%	58%	59%
Women with a bachelor's degree or higher (25+)	39%	37%	36%
Women below the poverty line	13%	14%	13%
Women with health insurance coverage (any)	93%	94%	92%

Table showing economic and social indicators for women in San Diego County region, California, and the United States, based on 2019–2023 American Community Survey (ACS) 5-year estimates. San Diego County women report higher labor force participation and educational attainment than statewide and national averages, as well as a higher gender wage ratio.

Source: HR&A Advisors analysis of U.S. Census Bureau, American Community Survey (ACS) 2019–2023 5-Year Public Use Microdata Sample (PUMS) and ACS 5-Year Summary Tables (B20002, B23001, B15002, S1701, B27001).

San Diego County performs comparably to California and modestly above the national average on women's educational attainment and labor-force participation, with 39% of women aged 25 and older holding a bachelor's degree or higher and 61% participating in the workforce. Yet the gender wage gap remains consistent with statewide and national patterns: women working fulltime, year-round earn about 82 cents for every dollar earned by men. Roughly 13% of women live below the poverty line, and although most women (93%) have health-insurance coverage, more than half of renter households headed by women remain cost-burdened, underscoring that affordability pressures persist even amid strong workforce engagement.

These patterns indicate that San Diego's gender disparities mirror structural inequities observed across the state and nation—rooted in factors such as labor-market segmentation, unequal caregiving responsibilities, and persistent housing costs rather than local outliers. The County's distinctive strength lies in applying disaggregated, intersectional data to uncover how these forces compound across communities. The following profiles build on this foundation, illustrating how gender inequities manifest at the intersection of income, caregiving, age, language, disability, and access—and where targeted, population-specific strategies can yield the greatest equity gains. Within the County's own workforce, women earn approximately 88 cents per dollar earned by men—a smaller gap than the regionwide average (82 cents)—suggesting that internal equity efforts may be outperforming regional norms.

Profiles of the Ten Focus Populations

The following profiles synthesize demographic, economic, housing, and workforce data to illustrate how gender inequities manifest across distinct intersections of identity and circumstance. Each draws from the County's disaggregated equity framework and HR&A's quantitative analysis to present a consistent, evidence-based view of structural barriers and gendered outcomes.

All quantitative findings are based on analysis of the 2019–2023 U.S. Census Bureau American Community Survey (ACS) 5-Year Public Use Microdata Sample (PUMS) using person-level weighting (PWGTP). Focus-population variables correspond to those listed in Appendix Section 6.2. Percentages are rounded; percentage-point differences are described as higher or lower than the comparison group (e.g., regional average or male population). See Appendix 7 for replication details.

Selection of Focus Populations

The ten focus populations presented in this section were identified through a structured crosswalk between the variables available in the American Community Survey (ACS) Public Use Microdata Sample (PUMS) and the San Diego County CEDAW Ordinance's local principles. Each group reflects a distinct intersection of gender with age, caregiving, disability, language, employment, or housing status—dimensions explicitly addressed under international CEDAW Articles 5, 10–16.

The ten focus populations included in this section were selected based on three criteria:

- (1) their relevance to the ordinance's local principles,
- (2) the availability and reliability of ACS data to describe their outcomes, and
- (3) their usefulness in illustrating how gender differences intersect with other demographic and socioeconomic characteristics in San Diego County region.

Together, these criteria ensure that the profiles capture structural, measurable inequities affecting both women and men, while highlighting where gender-based disparities are most acute.

The resulting ten populations—households with young children, intergenerational households, unemployed residents, severely cost-burdened households, older adults, people with disabilities, women veterans, recent immigrants, residents with limited English proficiency, and low-income households without a car—represent intersections where gender, caregiving, economic, and mobility inequities converge most sharply across the region.

The analysis is limited by the availability and structure of public datasets. Most sources rely on binary gender categories and do not consistently capture gender-expansive identities. Additionally, some demographic groups, such as MENA populations, are not distinctly categorized in federal datasets, which may obscure important disparities. The County's ongoing efforts to improve data disaggregation—including initiatives to collect MENA data—represent an important step toward addressing these limitations (U.S. Census Bureau, 2023; San Diego County, 2022).

Gender Earnings Gap:

\$15,400 (\$35,700 for men vs. \$20,300 for women)

Overcrowding:

22.3% (intergenerational households) vs. 8.3% nationwide

Labor-Force Participation:

34% of women vs. 21% of men outside labor force

Intergenerational Households

Structural Context - Intergenerational households—those including multiple adult generations or extended relatives—are becoming increasingly common as families adapt to rising housing costs and caregiving needs. In San Diego County, individuals in intergenerational households have median personal incomes of about \$26,600, compared to about \$37,900 regionwide—a difference of roughly \$11,300. These households also experience substantially higher rates of overcrowding (more than one person living per room), with 22.3% classified as overcrowded compared to 8.3% regionwide. While multigenerational living can provide important social and caregiving support, these patterns are associated with tighter financial and space constraints for many households.

Gendered Dimension - Women in intergenerational households earn \$20,300, compared to \$35,700 for men, a gender earnings gap of \$15,400. Women in these households are also more likely to be outside the labor force (34.0% of women vs. 21.0% of men). These differences may reflect a mix of factors, including caregiving responsibilities, health or disability, household roles, or personal choice. Educational attainment alone does not appear to explain these gaps, as women in intergenerational households have similar or slightly higher levels of postsecondary attainment than men, yet still show lower labor-force participation and lower personal earnings.

CEDAW Relevance - This focus population is most closely aligned with International CEDAW Articles 5, 11, and 16, which address the distribution of family responsibilities, equality in employment and economic security, and rights within family life. County efforts that support caregivers, expand access to supportive services, and consider the needs of multigenerational households in housing and service planning can help advance these principles while recognizing the diversity of household arrangements and constraints.

Households with Children Under 6 Years of Age

Structural Context - Based on HR&A's analysis of the 2019–2023 ACS PUMS for the region, households with children under 6 years of age face some of the highest financial strain. Rising childcare costs, housing pressures, and limited access to flexible work make early parenthood a period of intense economic vulnerability. Families with young children have household incomes more than \$25,000 lower than the regionwide median yet face nearly identical housing costs. Renters spend an average of over 40% of income on housing, while homeowners spend about 31%, leaving little margin for savings or emergencies. These constraints mirror national findings that highlight early parenthood as a critical point where the “caregiving penalty” compounds over a lifetime (Budig and England, 2001).

Gendered Dimension - Gender disparities are stark. Women in households with children under 6 years of age have median personal earnings of approximately \$34,700, compared to approximately \$74,900 for men—a gap of about \$40,200 (Table 24). This is the largest gender earnings gap observed across the focus populations. Differences in labor force attachment also appear in this group. Among adults in households with children under 6 years of age, 58.9% of women are employed compared to 76.6% of men (rounded to the nearest tenth) (Tables 15 and 16). These figures describe observed employment patterns associated with caregiving during early childhood years; they do not imply causation, but they highlight where gender-based differences in economic outcomes are most pronounced.

CEDAW Relevance - This population directly reflects International CEDAW Articles 5, 11, and 16, which call for recognition of unpaid care work and elimination of discrimination linked to family responsibilities. County strategies that address early childhood care access, paid family leave, and affordable preschool provision will yield long-term gender-equity dividends by improving women's lifetime earning potential and household stability.

Gender Earnings Gap:

\$40,100 (\$74,900 for men vs. \$34,700 for women)

Labor-Force Participation:

30.4% for women vs. 10.3% for men

Employment Gap:

76.6% for men vs. 58.9% for women

Extremely Cost-Burdened Households

Structural Context - Extremely cost-burdened households—defined here as households spending 50% or more of income on housing—face the highest levels of financial strain and housing instability. In the San Diego County region, approximately 20.0% of renter households and 10.0% of owner households fall into this category (Table 21). These households have substantially lower incomes than households overall. The median household income of extremely cost-burdened households is approximately \$44,000, compared to about \$130,000 regionwide—a difference of roughly \$86,000 (Table 24). Renters in this group spend an average of 80.0% of their income on housing, compared to 41.0% among renter households regionwide. Broadband access is also lower among extremely cost-burdened households (78.0% versus 87.0% regionwide), which may limit access to remote work, education, and online services (Table 20).

(All housing cost and broadband measures are calculated at the household level.)

Gendered Dimension - Women are modestly overrepresented among extremely cost-burdened households, accounting for 54.0% of households in this category compared to 50.0% regionwide (Table 21). Within these households, women also experience deeper economic vulnerability than men. Among extremely cost-burdened renters, women have median personal incomes of approximately \$12,000, compared to \$18,000 for men; among extremely cost-burdened homeowners, women have median personal incomes of about \$14,000, compared to \$24,000 for men (Table 24).

Economic constraints are compounded by differences in labor-market attachment and educational attainment. Extremely cost-burdened renters are less likely to be employed (60.0%) than renters regionwide (73.0%), and less likely to hold a bachelor's degree or higher (16.0% vs. 33.0% regionwide) (Appendix Tables 15–16). Taken together, these patterns indicate that women in extremely cost-burdened households face both greater exposure to housing cost stress and fewer economic buffers within that condition, underscoring the gendered dimensions of housing insecurity in the region.

CEDAW Relevance - International CEDAW Articles 13 and 14 link economic participation and housing security. County strategies such as rental assistance expansion, emergency savings programs, and housing stabilization grants would directly address gendered housing insecurity.

Gender Overrepresentation:

Women make up 54.0% of extremely cost-burdened households (vs. 50.0% regionwide)

Gender Income Gap (Renters):

\$18,000 vs. \$12,000 in median personal income (men vs. women) among extremely cost-burdened renters

Reduced Economic Stability:

60.0% employed among extremely cost-burdened renters (vs. 73.0% regionwide) and 16.0% with a bachelor's degree or higher (vs. 33.0% regionwide)

Low-Income Households Without a Car

Structural Context - Low-income households without access to a vehicle face compounded barriers to employment, healthcare, and education due to limited mobility. Compared to households regionwide, low-income no-car households have much lower personal incomes and far lower homeownership rates. Regionwide, about 49.0% of households are homeowners, compared to roughly 16.0% of low-income no-car households (Appendix housing tables). Overcrowding (more than 1 person per room) affects about 24.0% of low-income no-car households, compared to 10.0% of households regionwide, indicating substantially tighter housing conditions.

Gendered Dimension - Within low-income no-car households, women experience both lower earnings and higher rates of disability. Women in low-income no-car households have a median personal income of about \$14,500, compared to about \$18,100 for men in the same households (Table 24), a gap of roughly \$3,600. Employment is also lower for this group relative to the general population: about 49.0% of women in low-income no-car households are employed, compared to approximately 75.0% of adults regionwide (Tables 15–16). Disability affects about 30.0% of women in low-income no-car households, compared to roughly 10.0% of adults regionwide (Table 11), compounding barriers to work and daily mobility. Limited mobility exacerbates childcare and healthcare access challenges, deepening gender and income disparities over time. (Twersky et al., 2024).

CEDAW Relevance – International CEDAW Articles 13, 14, and 15 link mobility and economic participation to equity. County strategies to expand affordable transit, locate housing near job centers, and create mobile service delivery would directly benefit women in this group.

Gender Earnings Gap:

\$3,600 (\$18,100 for women in low-income no-car households vs. \$14,500 for men in low-income no-car households)

Overcrowding:

24.0% of low-income no-car households vs. 10.0% of households regionwide

Disability Prevalence:

30.0% of women in low-income no-car households vs. 10.0% of adults regionwide

Gender Earnings Gap:

\$9,100 (\$27,100 for men with disabilities vs. \$18,000 for women with disabilities)

Disability Prevalence (All Adults):

11.1% of women vs. 10.4% of men

People with Disabilities

Structural Context - Roughly 10.8% of adults regionwide report a disability. These residents face systemic barriers to employment, transportation, and housing access. Regionwide, 11.1% of women and 10.4% of men report having a disability. While this report does not include disability-specific tabulations for housing stability or employment status, disability status is widely associated in national research with barriers to employment, transportation access, and housing suitability, as well as higher ongoing healthcare and accessibility-related costs (Kruse et al., 2018). Within this analysis, economic vulnerability among people with disabilities is examined primarily through personal income indicators, which provide a consistent, comparable measure across focus populations (Table 24).

Gendered Dimension - Women with disabilities have substantially lower personal incomes than men with disabilities. Median personal income for women with disabilities is \$18,000, compared to \$27,100 for men—a gap of about \$9,100 (Table 24). This disparity mirrors broader gender income gaps and reflects the compounded effects of disability-related employment barriers and long-standing gender inequities in pay and labor market access. Women with disabilities are less likely to be employed full time and face significant gaps in healthcare access and affordability compared to nondisabled women (CDC, 2022; American Community Survey, 2023). While this report does not present disability-specific employment or housing instability rates, the income gap alone indicates that women with disabilities face heightened economic constraints relative to men with disabilities, which can affect their ability to absorb housing, healthcare, and daily living costs.

CEDAW Relevance - International CEDAW Articles 10, 11, and 12 call for equality in education, work, and healthcare. County action can include accessible transit expansion, employer incentives for inclusive hiring, and targeted housing retrofit programs.

Unemployed Residents

Structural Context - Unemployment is associated with significant financial strain and housing insecurity in the region. Based on analysis of 2019–2023 ACS PUMS data, households with an unemployed adult spend an average of 49.7% of income on rent, compared to 40.0% among households with employed adults. Among homeowners, housing costs consume 31.0% of income for those with an unemployed adult, compared to 26.0% for those who are employed. Overcrowding affects 17.0% of households with an unemployed adult, compared to 12.0% regionwide, and health insurance coverage is lower (79.0% versus 87.0% regionwide).

Income constraints are also reflected in the income-to-poverty ratio, which averages 2.7 for unemployed residents compared to 3.4 regionwide, indicating that unemployed individuals are, on average, closer to the federal poverty threshold for their household size.

Gendered Dimension - Women experience larger income shortfalls during periods of unemployment. Median personal income for unemployed women is approximately \$6,200, compared to \$11,900 for unemployed men—a gap of about \$5,700. This may reflect differences in prior job characteristics and labor-market attachment: 43.0% of unemployed women previously worked in part-time or informal roles, which are less likely to provide access to unemployment benefits or paid leave. Research also shows that interruptions in employment can have lasting negative effects on future earnings and job stability (“wage scarring”), contributing to persistent gender wage gaps (Correll et al., 2007).

CEDAW Relevance - International CEDAW Articles 11 and 13 address equality in employment and access to social protection. Focused County actions—such as re-entry training, wage-subsidy programs, and childcare vouchers for jobseekers—would help stabilize households and prevent long-term income loss among unemployed women.

Gender Income Gap:

\$5,700 (\$11,900 for men vs. \$6,200 for women)

Rent Burden:

49.7% of income (vs. 40.0% for employed households)

Income-to-poverty Ratio:

2.7 Vs. 3.4 (regionwide)

Definition Notes: In this report, “unemployed” refers to individuals who are not currently working but are actively seeking work, consistent with the ACS employment status definition. This group does not include people who are retired, in school, or otherwise not in the labor force. Income statistics refer to personal income for individuals, while housing cost and overcrowding measures are calculated at the household level. The income-to-poverty ratio compares a person’s income to the federal poverty line for their household size; values closer to 1 indicate incomes nearer to poverty.)

Limited English Proficiency (LEP) Residents

Structural Context - Residents with limited English proficiency (LEP)—defined as individuals who report speaking English “not well” or “not at all”—face systemic barriers across employment, education, and housing. Compared to adults regionwide, LEP residents overall have lower personal incomes, higher overcrowding, and lower broadband access. Overcrowding affects about 17.0% of LEP households, compared to 10.0% of households regionwide, and broadband access is about 78.0% among LEP households versus 87.0% regionwide.

Gendered Dimension - Within the LEP population, women experience substantially worse economic outcomes than men. LEP women have a median personal income of about \$10,400, compared to about \$24,400 for LEP men, a gap of \$14,000. Employment also differs by gender within this group: approximately 57.0% of LEP men are employed, compared to about 43.0%–45.0% of LEP women (Tables 15–16). Educational barriers remain significant: about 43.0% of LEP adults lack a high school diploma, compared to roughly 11.0% of adults regionwide, limiting access to stable, higher-wage work—especially for women.

CEDAW Relevance - International CEDAW Articles 10, 11, and 15 call for equitable access to education and training. County expansion of bilingual services, translation, and vocational training directly supports gender equity for this population.

Gender Income Gap:

\$10,000 (\$10,400 for LEP women vs. \$24,400 for LEP men)

Overcrowding:

17.0% of LEP households vs. 10.0% of households regionwide

No High School Diploma:

43.0% of LEP adults vs. 11.0% of adults regionwide

Recent Immigrants

Structural Context - Recent immigrants—defined here as individuals who lived outside the U.S. one year prior to the survey—face pronounced barriers to economic stability. Based on ACS PUMS analysis, recent immigrants have lower personal incomes than the regional population overall and lower homeownership rates. Regionwide, about 49.0% of households are homeowners, compared to roughly 31.0% among recent immigrants (Appendix, housing tables). Recent immigrants also experience higher overcrowding rates (about 19.0% vs. 10.0% regionwide; Table 21 and overcrowding tables), reflecting tighter housing conditions and affordability constraints.

Gendered Dimension - Economic gaps between men and women are especially large within this group. Median personal income for recent immigrant women is about \$5,800, compared to \$28,200 for recent immigrant men (Table 24), a gap of roughly \$22,400. Employment rates also differ: about 30.0% of recent immigrant women are employed, compared to 37.0% of men. More than half of recent immigrant women are outside the labor force. Immigrant women often hold advanced degrees but face systemic barriers to credential recognition, English-language proficiency, and employment matching, leading to wage penalties that persist even across generations (Hegewisch and Williams-Baron, 2017; Migration Policy Institute, 2022).

CEDAW Relevance - International CEDAW Articles 10, 11, and 15 call for equal access to education, employment, and movement. County investments in translation services, credential recognition, and immigrant women's workforce participation align directly with CEDAW principles.

Gender Earnings Gap:

\$28,200 for men vs. \$5,800 for women

Employment Gap:

7% (30.0% vs. 37.0% for men)

Homeownership:

31.0% of recent immigrant households vs. 49.0% of households regionwide

Median Personal Income (Veterans):

~\$25,800 (women) vs. ~\$48,900 (men)

Labor-Force Participation:

67.0% women veterans vs. 71.0% women regionwide

Outside Labor Force:

21.0% women veterans vs. 14.0% women regionwide

Women Veterans

Structural Context - Women veterans face unique reintegration challenges related to service-connected disabilities, family responsibilities, and workforce transition. In the focus population results, the median personal income for veterans is well below regionwide earnings benchmarks, which range from roughly \$41,500 (Hispanic/Latino women) to \$100,700 (White non-Hispanic men) (Table 18; Table 24). Disability is also more prevalent among veterans than among adults overall, where about 11.1% of women and 10.4% of men report a disability regionwide (Table 11). Together, these indicators point to elevated healthcare, accessibility, and income-support needs among veterans compared to the general population.

Gendered Dimension - Among veterans, women have substantially lower incomes than men. Women veterans report median personal income of approximately \$25,800, compared to about \$48,900 for male veterans—a gap of roughly \$23,100 (Table 24). This veteran-specific gap mirrors the broader regionwide pattern in which women earn less than men across racial and ethnic groups (Table 18). Many women veterans report difficulty translating their military experience into civilian employment or accessing trauma-informed mental health care, challenges that contribute to persistent economic insecurity and service gaps. Single mothers and those without spousal benefits are particularly vulnerable to housing instability and income volatility, despite strong workforce participation (U.S. Department of Labor VETS, 2023; HUD and U.S. Department of Veterans Affairs, 2023).

CEDAW Relevance - International CEDAW Articles 11 and 12 emphasize equitable employment and healthcare access. County-VA coordination for mental health, job training, and housing supports would advance gender equity for this group.

Older Adults (65+)

Structural Context - Older adults (age 65 and over) make up a growing share of the population of San Diego County region and face heightened economic vulnerability as many transition out of the workforce and onto fixed or limited incomes. Compared to the regionwide population, older adults are more likely to experience disability and to have higher healthcare and support needs, increasing exposure to cost pressures related to housing, medical care, and daily living expenses. 29.0% of adults age 65+ report a disability, compared to about 10.8% regionwide, indicating substantially greater care and accessibility needs among older residents. While homeownership is more common among older adults, ongoing costs such as property taxes, insurance, maintenance, and healthcare can strain fixed incomes, particularly for those without additional earners in the household. While homeownership is relatively high maintenance costs, property taxes, and insurance strain limited budgets (Desmond and Gershenson, 2016).

Gendered Dimension - Older women experience substantially lower personal incomes than older men. Median personal income for older women is \$25,800, compared to \$48,900 for older men—a gap of about \$23,100 (Table 24). This disparity is consistent with cumulative gender inequalities across the life course, including long-standing wage gaps and interruptions in paid work associated with caregiving responsibilities (ILO, 2023; National Institute on Retirement Security, 2022). While this report does not provide age-specific disability or living arrangement rates, broader regionwide patterns show that women are slightly more likely than men to report a disability (11.1% vs. 10.4%, Table 11) and are more likely to be widowed (5.8% vs. 1.5%, Table 6), both of which are relevant context for understanding economic vulnerability in later life. Together, these patterns partially help explain why older women face heightened risks of financial insecurity relative to men.

CEDAW Relevance - International CEDAW Articles 11 and 13 address equality in employment-related benefits and in economic and social life, including access to social protection and financial resources. County strategies can include expanding senior housing with affordability safeguards, home modification grants for aging in place, and targeted caregiver support programs. Promoting economic security for older women addresses cumulative inequities across the life course.

Gender Income Gap:

\$23,100 (\$48,900 for older men vs. \$25,800 for older women)

Disability Prevalence:

29.0% among older adults vs. 10.8% regionwide

No Retirement Income:

77% older households rely solely on Social Security

3.4 Intersectional Gender Inequity by Geography

This section examines how gender and other socio-economic characteristics vary across the region's geography, using publicly available data as a proxy for potential service need. The analysis draws on ZIP Code-level data from the U.S. Census Bureau's 2019–2023 American Community Survey (ACS) 5-Year Estimates—the most recent data available at the required geographic scale. While some County departments collect and analyze service data by gender and race/ethnicity, those data are not consistently available or comparable across departments at a shared geographic scale. This section therefore establishes a common demographic and socio-economic baseline that can be paired with County service data presented in Section 4. Together, these sources help identify geographic areas where disparities in population characteristics may intersect with the location and reach of County services.

Why geographic patterns matter for gender equity

Understanding where residents with different demographic and economic characteristics live helps the County identify where barriers—such as transportation costs, childcare access, or limited digital infrastructure—may constrain access to public programs. Geographic analysis complements the County's equity goals by showing how patterns of gender, race/ethnicity, and income overlap with areas of high housing cost burden, environmental vulnerability, and uneven service access. Mapping these data provides an early signal of where the County may wish to prioritize targeted outreach, infrastructure investments, or community partnerships to advance gender equity. These patterns do not indicate causation or program performance; rather, they help surface spatial contexts in which disparities are more likely to be experienced.

Methodology

This analysis uses data from the 2019–2023 U.S. Census Bureau American Community Survey (ACS) 5-Year Estimates to examine spatial patterns in gender composition, race and ethnicity, and household income across the region (see Appendix Tables 26–34).

Because County service datasets are typically organized by postal ZIP Code, all ACS data were aligned to ZIP Code geography for consistency. ACS data are published by ZIP Code Tabulation Area (ZCTA), which approximates but does not exactly match postal ZIP Codes. To enable comparison with County datasets, ACS ZCTA-level data were converted to postal ZIP Code geography using a one-to-one matching process where available. In cases where ZCTA and ZIP Code boundaries differ, the closest corresponding ZIP Code was used to maintain consistency across datasets. This approach allows for direct comparison between population characteristics and County service data, while acknowledging that small boundary differences may introduce minor spatial imprecision.

From these aligned datasets, summary tables and maps were developed to visualize regionwide patterns.

- Gender is shown as the share of female residents in each ZIP Code relative to the regionwide average (49.4%).
- Race and ethnicity are mapped separately for each ACS category to highlight geographic concentrations of different groups.
- Median household income is mapped using a continuous color scale to illustrate spatial variation in economic resources.

Because ACS ZIP Code-level tables report gender and race/ethnicity separately, it is not possible to map fully intersected categories (e.g., race by gender) at this geographic scale. As a result, the maps present each dimension independently rather than showing combined intersectional categories.

Data limitations

This geographic analysis is limited by the structure and availability of public datasets. Most ACS tables rely on binary gender categories and do not consistently capture gender-expansive identities. Additionally, some demographic groups, such as MENA populations, are not distinctly categorized in federal datasets, which may obscure important disparities.

Data limitations (continued)

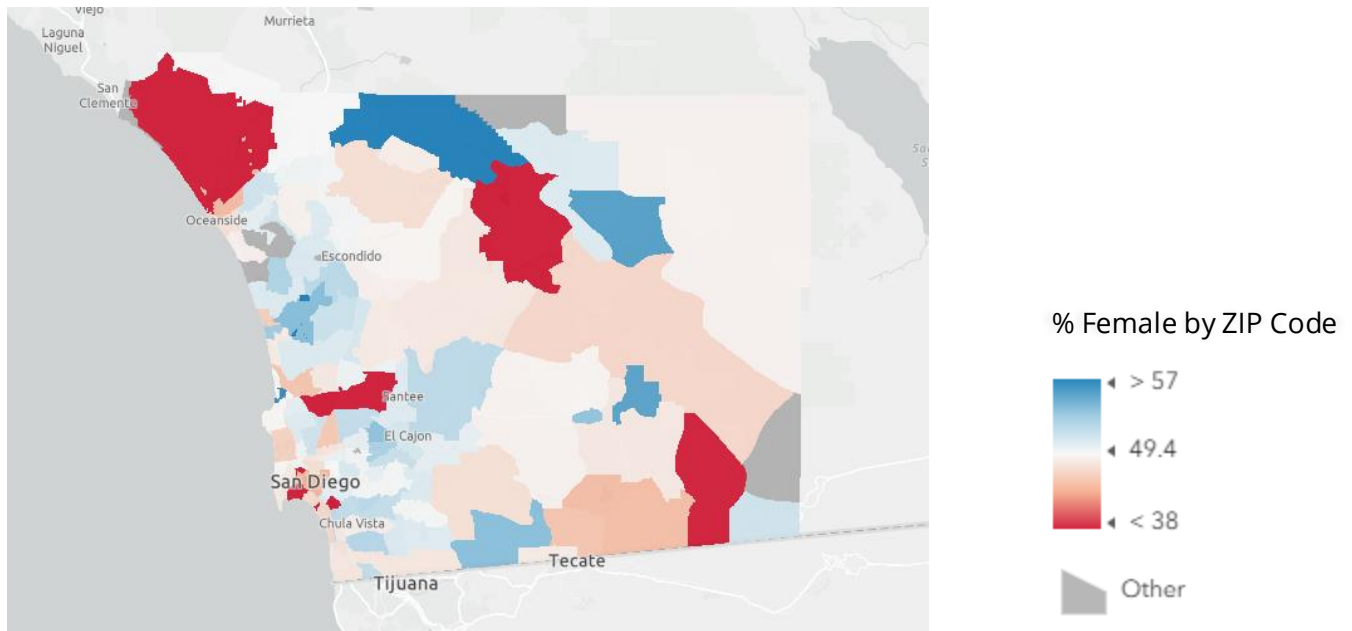
ZIP Code-level ACS estimates also carry larger margins of error than tract-level or block-group data, particularly in areas with smaller populations. Aligning the analysis to ZIP Codes improves consistency with County service data but reduces the ability to examine neighborhood-scale variation. Future analyses could integrate census tract-level data or local administrative datasets to support more fine-grained spatial assessment. The County's ongoing efforts to improve data disaggregation—including initiatives to collect MENA data—represent an important step toward addressing these limitations and strengthening future equity analyses (U.S. Census Bureau, 2023; San Diego County, 2022).

Gender Distribution by ZIP Code

The distribution of female residents across the region shows measurable spatial variation. ZIP Codes with the highest shares of women appear in central and southern communities—including Chula Vista, National City, and parts of Escondido—while lower shares occur in northern coastal and rural eastern ZIP Codes such as Carlsbad, Rancho Santa Fe, and Alpine. Some of this variation may reflect local differences in age composition, household type, and housing cost burden rather than population imbalance. These areas may benefit from gender-responsive program design or targeted outreach given their higher shares of female residents.

Map 1 (Appendix Table 26) depicts the percentage of female residents by ZIP Code. These geographic differences help contextualize later analyses of housing, employment, and caregiving demand, indicating where programs supporting women's economic and health needs may be most relevant.

Map 1: Percentage of Female Residents by ZIP Code, San Diego County Region (ACS 2019–2023 5-Year Estimates)



Share of residents identifying as female by ZIP Code. Higher percentages of female residents appear in central and southern communities such as Chula Vista and National City; lower percentages occur in northern coastal and rural areas.

Source: U.S. Census Bureau, ACS 2019–2023 5-Year Estimates, retrieved via tidycensus package in R; HR&A analysis.
Note: ACS ZIP Code-level data are sample estimates and should be interpreted as indicative of spatial patterns, not exact counts.

Race and Ethnicity by ZIP Code

Racial and ethnic distributions across the region vary substantially by ZIP Code. The categories referenced below (e.g., “above 68%” or “below 28%”) reflect the classification ranges used in the map legends—based on the distribution of ZIP Code shares in the ACS data—rather than policy or program eligibility thresholds. These ranges are intended to illustrate relative spatial patterns, not to define demographic categories for services.

White residents remain prevalent across much of the region, but ZIP Codes in the highest-share category (above approximately 68%) are concentrated in northeastern and rural areas and parts of the north coast, including communities such as Julian and Borrego Springs. ZIP Codes in the lowest-share category (below approximately 28%) are more common in southern and southwestern areas, including parts of Chula Vista and National City (Map 2). This pattern highlights a north–south and urban–rural gradient in the spatial distribution of White residents.

Hispanic or Latino residents are widely represented across the region, with ZIP Codes in the highest-share category (above roughly 55%) concentrated in southern and southwestern communities, particularly in the South Bay. ZIP Codes in the lowest-share category (below roughly 14%) are more common in northern coastal and some inland areas (Map 3), indicating a complementary geographic pattern to that observed for White residents.

Black or African American residents comprise a smaller share of the regional population overall, yet ZIP Codes in the highest-share category (above approximately 9.5%) are concentrated in central San Diego, including areas commonly described as Southeast San Diego. In contrast, many northern, eastern, and rural ZIP Codes fall into the lowest-share category (below about 1%), reflecting very small Black populations in those areas (Map 4).

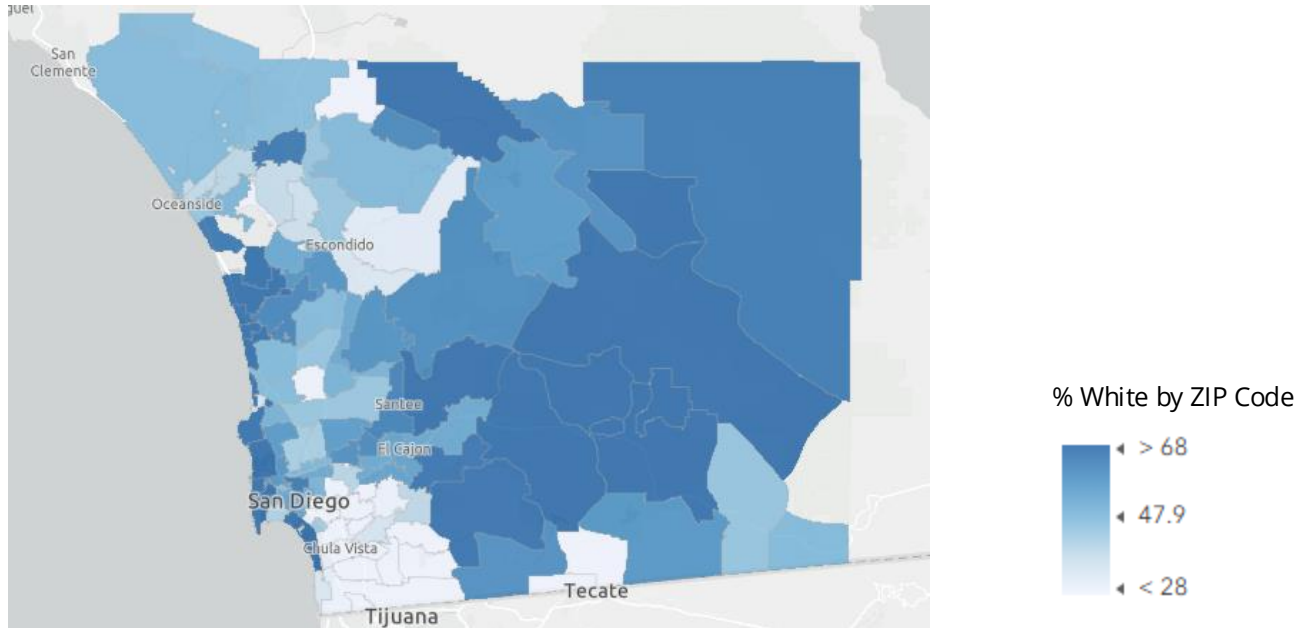
Asian residents show higher concentrations in several northern and eastern ZIP Codes, where they comprise more than approximately 8.8% of residents, including areas such as Mira Mesa and Rancho Peñasquitos. Many southern and rural ZIP Codes fall into lower-share categories, indicating substantial geographic variation in Asian population distribution across the region (Map 5).

American Indian and Alaska Native residents represent a small share of the regional population overall, but ZIP Codes in the highest-share category (above approximately 4.6%) are concentrated in eastern and northeastern rural areas, reflecting proximity to tribal lands. Most other ZIP Codes fall into much lower-share categories, and estimates for this group should be interpreted cautiously due to small population sizes (Map 6).

Native Hawaiian and Other Pacific Islander residents are concentrated in a limited number of ZIP Codes in central and parts of north coastal San Diego, while most other areas fall into very low-share categories (Map 7). Multiracial residents are more prevalent in north-central and coastal ZIP Codes, where they comprise more than approximately 7.6% of residents, while many inland and rural ZIP Codes fall below about 2% (Map 8).

Taken together, these patterns show a highly heterogeneous racial and ethnic geography across the region, with greater diversity in central, southern, and urban ZIP Codes and more racially homogeneous populations in many rural and some coastal areas. These maps provide a descriptive, place-based view of relative concentration, intended to support geographically targeted and culturally responsive planning rather than to define eligibility thresholds for programs or services.

Map 2: Percentage of White Residents by ZIP Code, San Diego County Region (ACS 2019–2023 5-Year Estimates)

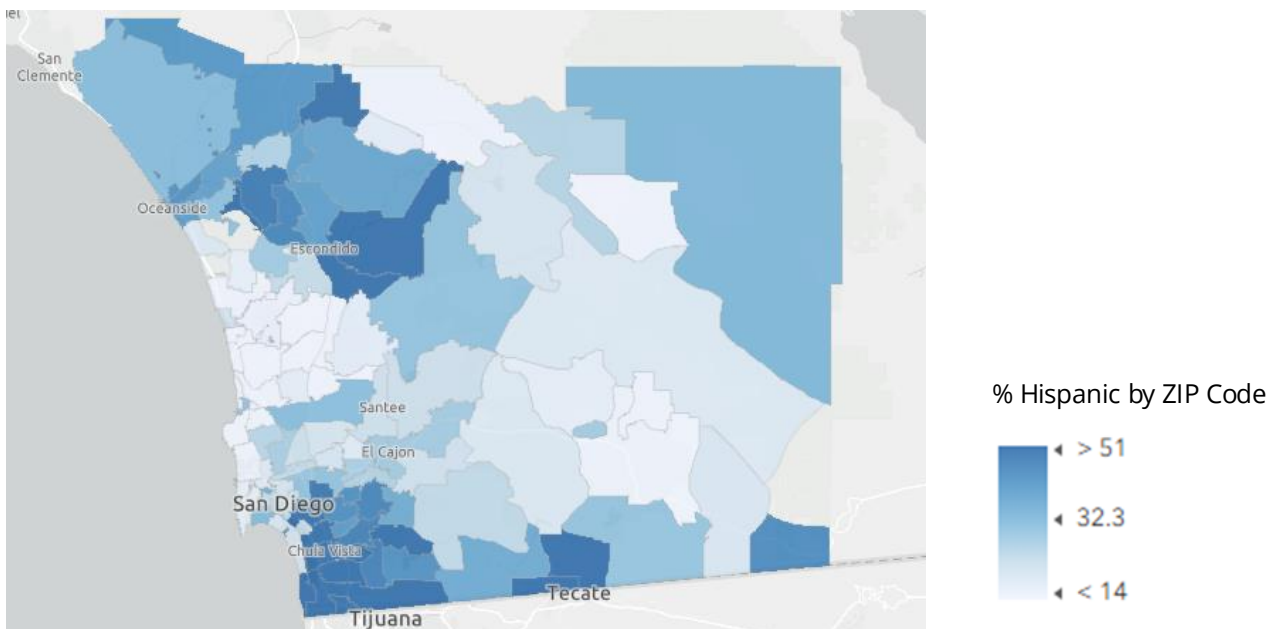


Geographic distribution of residents identifying as white. Highest shares (above 68%) appear in northeastern and coastal ZIP Codes such as Julian and Borrego Springs; lowest shares (below 28%) occur in southwestern areas including Chula Vista.

Source: U.S. Census Bureau, ACS 2019–2023 5-Year Estimates; HR&A analysis.

Note: ACS ZIP Code-level data are sample estimates and should be interpreted as indicative of spatial patterns, not exact counts.

Map 3: Percentage of Hispanic Residents by ZIP Code, San Diego County Region (ACS 2019–2023 5-Year Estimates)

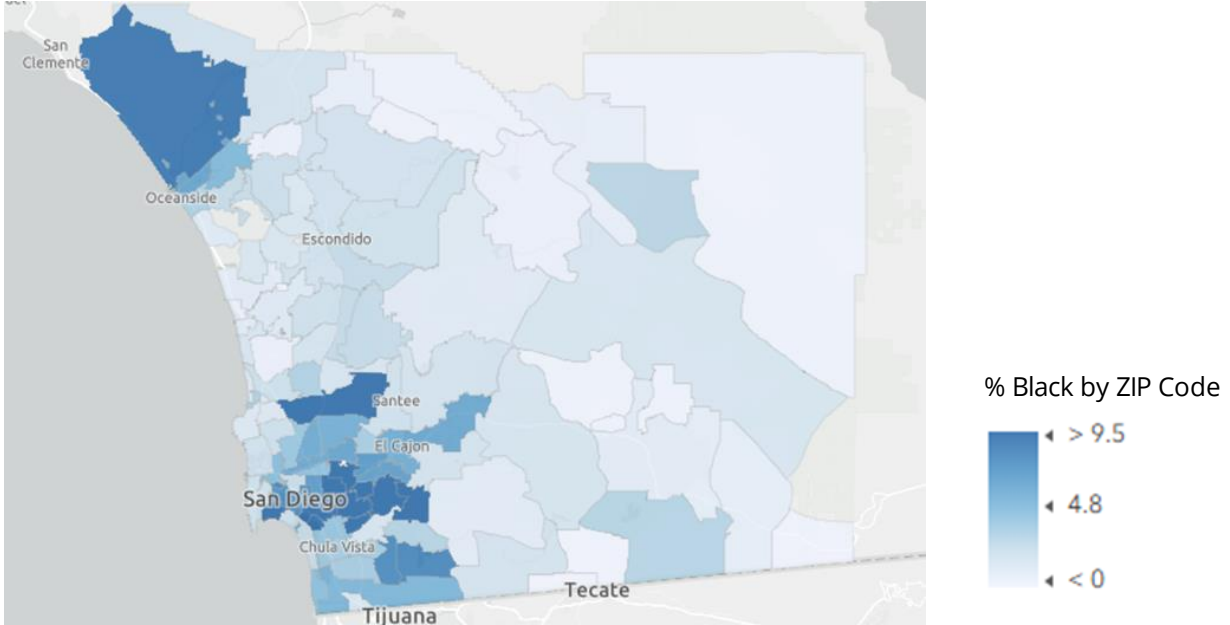


Share of residents identifying as Hispanic or Latino by ZIP Code. Highest concentrations occur in southern ZIP Codes, particularly Chula Vista and National City; lowest in northern coastal areas.

Source: U.S. Census Bureau, ACS 2019–2023 5-Year Estimates; HR&A analysis.

Note: Percentages represent self-identified ethnicity and may overlap with multiple racial categories in the ACS.

Map 4: Percentage of Black Residents by ZIP Code, San Diego County Region (ACS 2019–2023 5-Year Estimates)

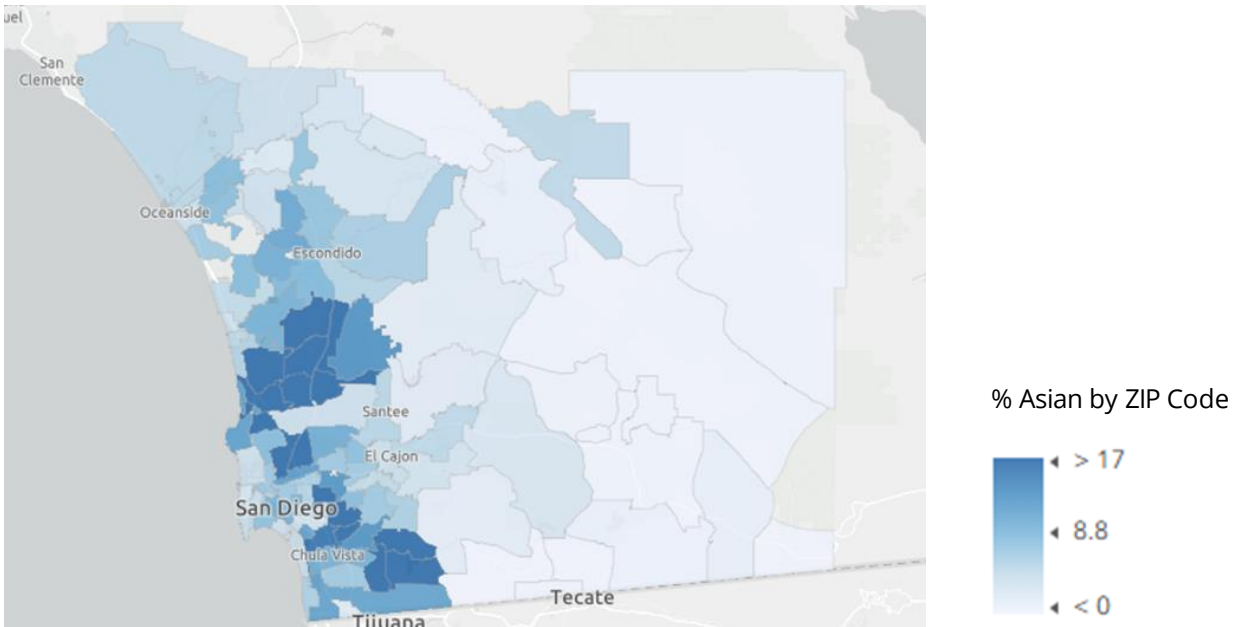


Share of residents identifying as Black or African American by ZIP Code. Higher percentages appear in central San Diego neighborhoods, including Southeast San Diego; representation is lower in northern and rural areas.

Source: U.S. Census Bureau, ACS 2019–2023 5-Year Estimates; HR&A analysis.

Note: ACS ZIP Code-level data are sample estimates and should be interpreted as indicative of spatial patterns, not exact counts.

Map 5: Percentage of Asian Residents by ZIP Code, San Diego County Region (ACS 2019–2023 5-Year Estimates)

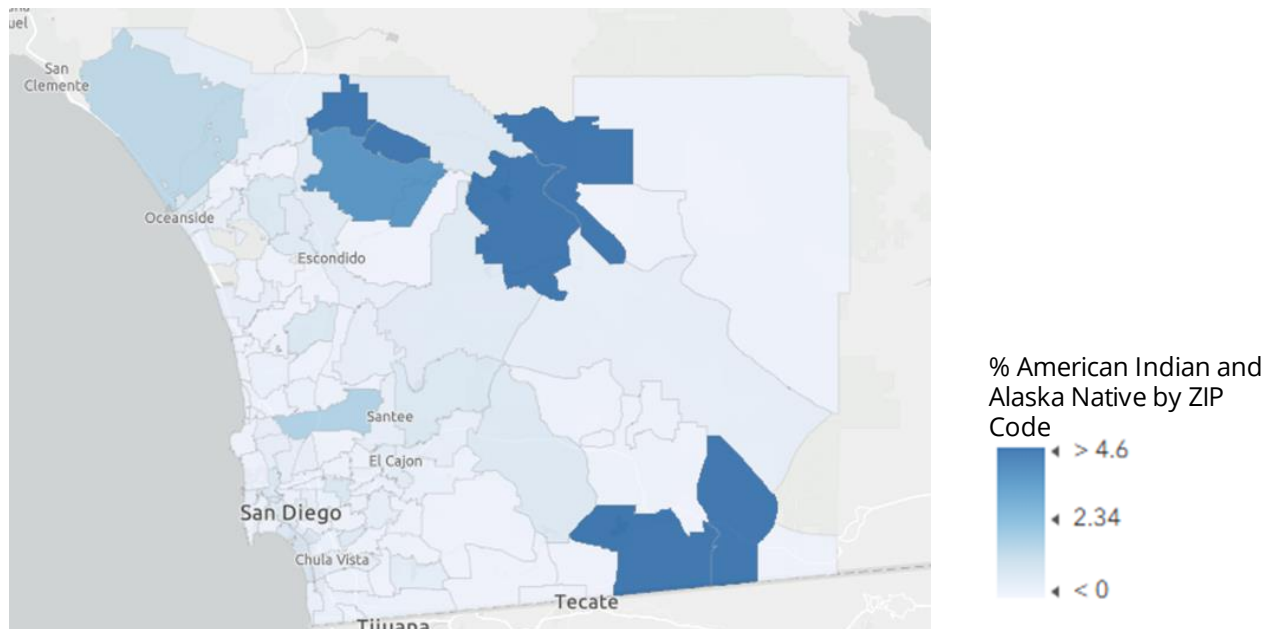


Share of residents identifying as Asian by ZIP Code. Concentrations are higher in northern and eastern ZIP Codes (e.g., Mira Mesa and parts of Escondido) and lower in many southern and rural ZIP Codes.

Source: U.S. Census Bureau, ACS 2019–2023 5-Year Estimates, retrieved via tidycensus; HR&A analysis.

Note: ACS ZIP Code-level data are sample estimates and should be interpreted as indicative of spatial patterns, not exact counts.

Map 6: Percentage of American Indian and Alaska Native Residents by ZIP Code, San Diego County Region (ACS 2019–2023 5-Year Estimates)

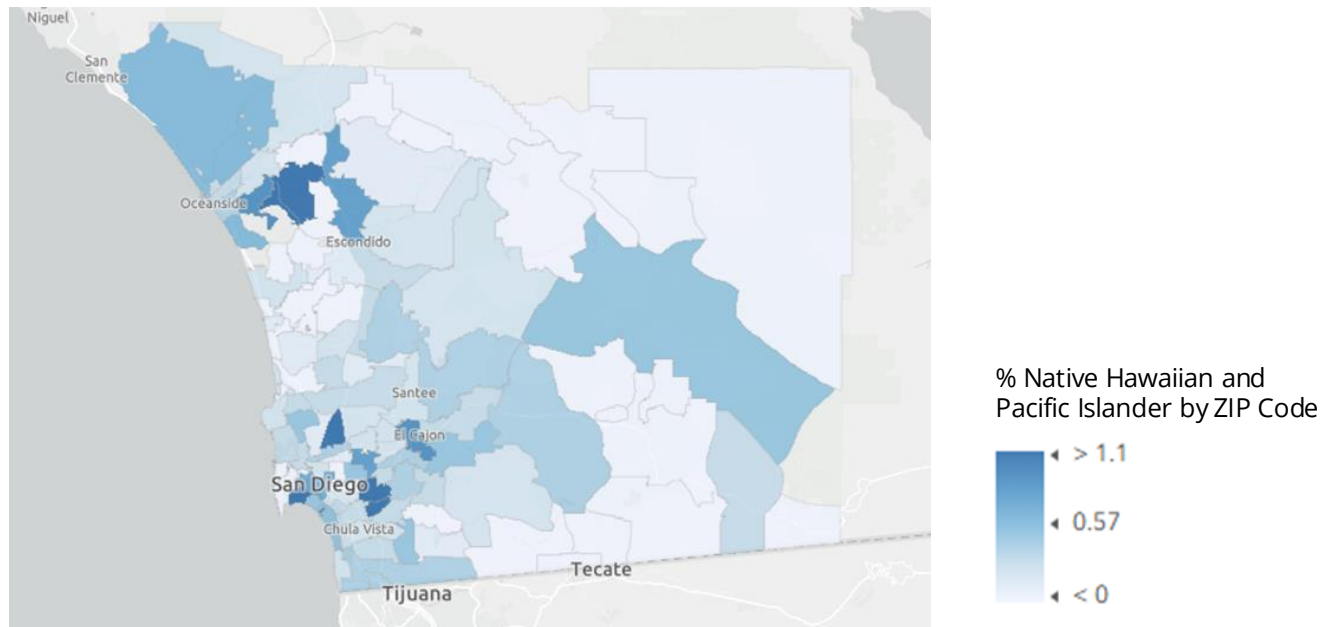


Share of residents identifying as American Indian and Alaska Native by ZIP Code. Higher percentages appear in eastern/northeastern rural ZIP Codes proximate to tribal lands; values are very small in many other areas.

Source: U.S. Census Bureau, ACS 2019–2023 5-Year Estimates, retrieved via tidycensus; HR&A analysis.

Note: ACS ZIP Code-level data are sample estimates and should be interpreted as indicative of spatial patterns, not exact counts. Small population sizes increase sampling variability; interpret comparisons cautiously.

Map 7: Percentage of Native Hawaiian and Other Pacific Islander Residents by ZIP Code, San Diego County Region (ACS 2019–2023 5-Year Estimates)

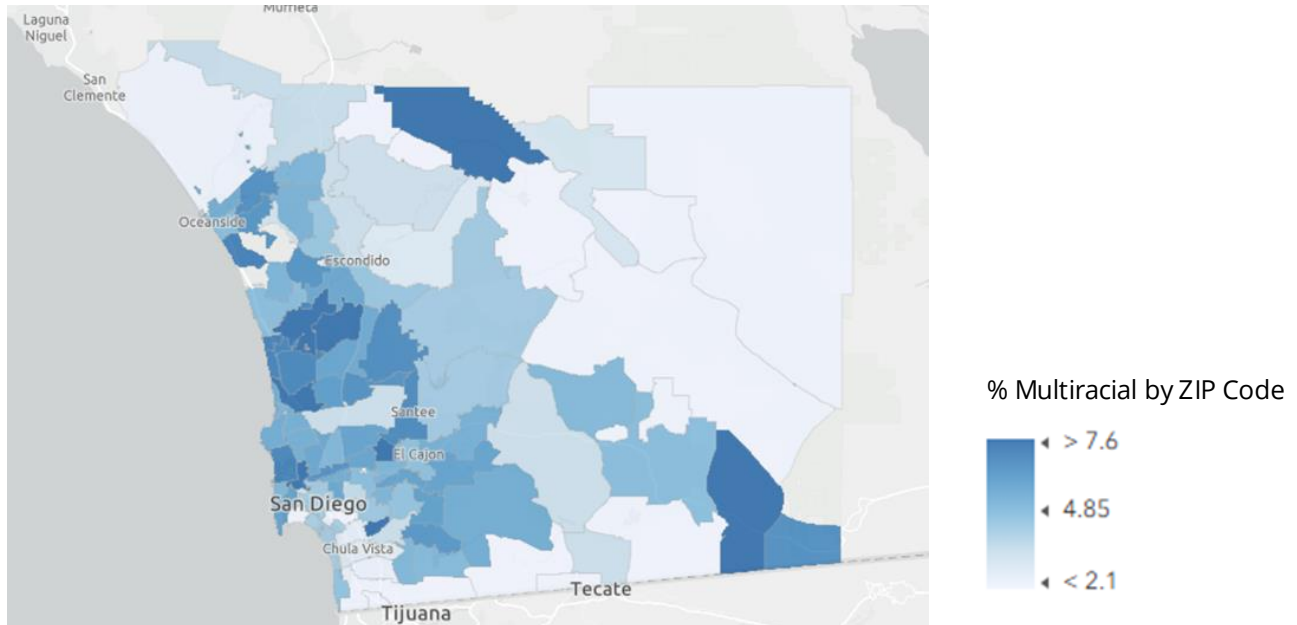


Share of residents identifying as Native Hawaiian and Other Pacific Islander by ZIP Code. Higher percentages are concentrated in a handful of central and southern ZIP Codes; most other areas report very small shares.

Source: U.S. Census Bureau, ACS 2019–2023 5-Year Estimates, retrieved via tidycensus; HR&A analysis.

Note: ACS ZIP Code-level data are sample estimates and should be interpreted as indicative of spatial patterns, not exact counts. Small population sizes increase sampling variability; interpret comparisons cautiously.

Map 8: Percentage of Multiracial Residents by ZIP Code, San Diego County Region (ACS 2019-2023 5-Year Estimates)



Share of residents identifying as two or more races by ZIP Code. Higher percentages appear in urban and coastal ZIP Codes (e.g., central San Diego, Oceanside); lower percentages are common in eastern rural ZIP Codes.

Source: U.S. Census Bureau, ACS 2019–2023 5-Year Estimates, retrieved via tidycensus; HR&A analysis.

Note: ACS ZIP Code-level data are sample estimates and should be interpreted as indicative of spatial patterns, not exact counts.

Income by ZIP Code

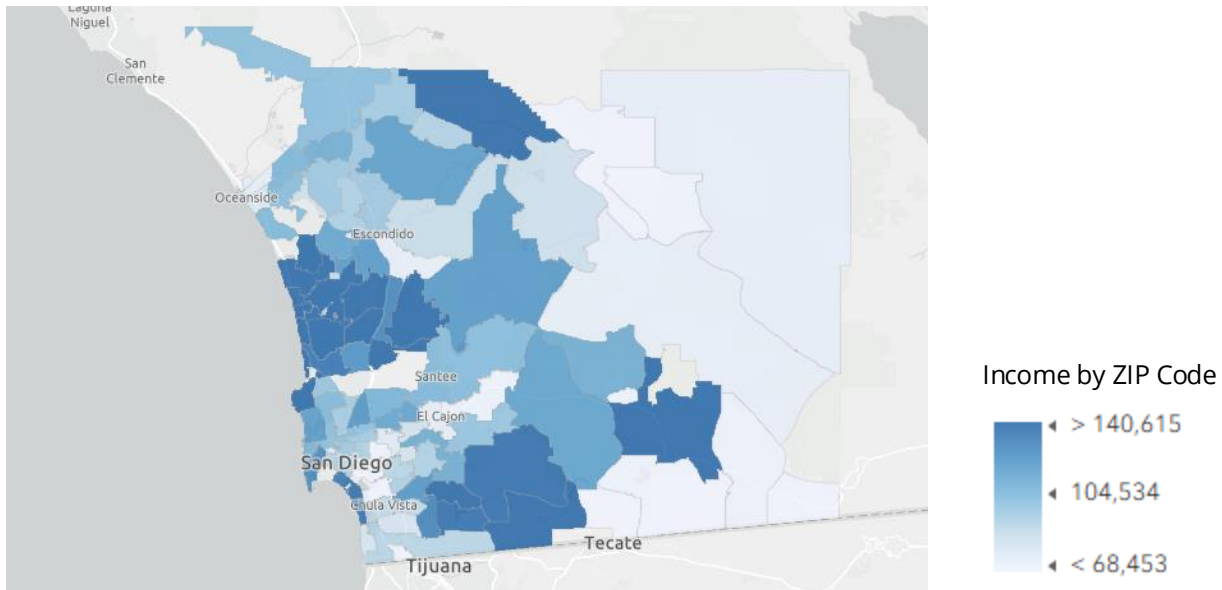
Household income in the region displays a pronounced geographic divide between coastal and inland regions. Median household incomes are generally higher along the northern coast and in select central neighborhoods, while inland and southern communities report lower earnings. These patterns reflect long-standing spatial inequalities shaped by housing market dynamics, transportation access, and employment concentrations, all of which influence residents’ access to opportunity and County services.

- Higher-income ZIP Codes—with median incomes above \$140,000—are clustered along the northern coast in communities such as Encinitas, Cardiff-by-the-Sea, and Rancho Santa Fe, as well as in parts of central San Diego. Smaller clusters of affluence are also present near the southern border in Dulzura, Jamul, and portions of Chula Vista.
- Moderate-income ZIP Codes, where median household income ranges from \$105,000 to \$140,000, are more common in inland areas such as Escondido, Santee, and El Cajon, and near Oceanside.
- Lower-income ZIP Codes—those below \$68,000—are concentrated in the southern and eastern portions of the region, including Campo, Boulevard, Julian, and Borrego Springs. These geographic divides mirror broader patterns of economic opportunity and affordability across the region.

A closer look at the lowest-income ZIP Codes (below \$52,000 median income, including 91963, 92066, 91931, 91934, and 91906) underscores the diversity of communities facing economic constraints. While the share of female residents in these ZIP Codes roughly mirrors the regionwide average (49.4%), racial and ethnic composition varies substantially. Some—such as 91963—are predominantly Hispanic, while others, like 92066 and 91931, are majority White but with notable Hispanic or Native American populations. These distinctions emphasize that economic disadvantage manifests differently across communities and interacts with other demographic factors such as race, ethnicity, and geography.

The ACS uses sampling weights to produce population-representative estimates; however, for ZIP Codes with smaller populations—particularly in rural areas—estimates can still carry larger margins of error. For this reason, differences observed at the ZIP Code level should be interpreted as indicative patterns rather than precise measurements of conditions in any single community. These divides illustrate how geography, affordability, and access to economic opportunity intersect—factors central to the County’s equity and resilience goals.

Map 9: Median Household Income by ZIP Code, San Diego County Region (ACS 2019–2023 5-Year Estimates)



Median household income by ZIP Code, illustrating geographic disparities in economic resources. Higher incomes cluster in coastal and northern areas such as Encinitas and Rancho Santa Fe; lower incomes are concentrated in southern and eastern inland communities.

Source: U.S. Census Bureau, ACS 2019–2023 5-Year Estimates; HR&A analysis.

Note: Income variations reflect regional market conditions and opportunity access, not County wage policy or program outcomes.

Connecting Spatial Patterns to Equity Goals

Mapping demographic and income variation across the region helps reveal where structural barriers to opportunity may overlap with population need. Areas with lower household incomes, higher proportions of women, or greater linguistic and racial diversity often correspond to neighborhoods facing compounded challenges: limited transportation, higher housing cost burdens, or constrained digital access. Recognizing these overlaps allows the County to focus outreach, service delivery, and investment where residents encounter the greatest obstacles.

When paired with internal service and workforce data in Section 4, these spatial insights form a diagnostic foundation for equity action planning, highlighting where the County can expand access, remove systemic barriers, and allocate resources to advance fair outcomes for all communities.

It is important to note that many of the structural conditions identified in this section—including housing affordability, transportation infrastructure, employment access, and public safety—are shaped by policies and systems that extend beyond the County’s direct jurisdictional authority. Incorporated cities, the State of California, and federal agencies each administer programs and regulations that significantly influence regional outcomes. For example, housing and land use decisions within incorporated cities, state-level labor and education policy, and federal immigration and benefits administration all contribute to the disparities documented here. The County’s ability to address these conditions is strongest within unincorporated areas and through its own operational functions. The County is well positioned to work collaboratively with municipal, regional, state, and federal partners to advance shared equity goals across jurisdictional boundaries. Doing so will be essential to translating the patterns identified in this analysis into meaningful, region-wide progress.

Section 4: Baseline Gender Equity Analysis

Section 4: Baseline Gender Equity Analysis

Building on the regionwide baseline analysis in Section 3, this section shifts inward to evaluate the County's own operations as a service provider, employer, and community and business partner. This section provides a baseline, department-by-department analysis across the County's major business groups. It examines how each department's mission, services, and operations align with the goals of the local CEDAW ordinance—supporting equitable outcomes across gender and intersecting identities.

Because County departments vary widely in their functions—from direct service delivery to regulatory oversight to internal administration—the CEDAW ordinance's three roles (service provider, employer, and community and business partner) apply differently to each. Some departments, particularly those delivering health, housing, and social services, are analyzed primarily through the lens of service delivery, comparing who they serve to the broader population. Others with primarily internal functions are analyzed as employers, examining workforce composition, pay, and hiring. Still others are analyzed through the community and business partner lens, such as departments involved in contracting and procurement. In many cases, departments are examined through more than one lens where data are available. The analysis for each department specifies which role or roles are the focus and why, based on the department's mission and the data available.

Approach to Departmental Analysis

As mentioned in Section 2, for each business group and its departments, the analysis follows a consistent structure to assess current conditions and identify opportunities for advancing gender equity. Each section includes:

- **Department Mission Analysis:** Describing the department's core functions and primary service populations.
- **CEDAW Alignment:** Identifying how the department's work intersects with the principles of the local CEDAW ordinance.
- **Track 2 Data Available:** Summarizing the scope and type of demographic data provided by the County for the department's programs and services.
- **Comparative Analysis:** Comparing the demographic profile of clients served by the department to regionwide benchmarks, highlighting where service patterns align with or diverge from broader population needs and noting potential areas for further action.
- **Findings and Opportunities:** Synthesizing key takeaways from the analysis and outlining potential strategies for enhancing gender equity through tailored outreach, program design, data improvements, or operational changes.

See Appendix 6 (Methodology) for definitions of key terms and Appendix 7 for detailed data tables by department.

Section 4 is organized by business group, as shown in the following organizational chart as of April 2025. This chart reflects the County's organizational structure at the time of analysis and is used for consistency with the data and departmental inputs available for this report. See Appendix 6 (Methodology) for definitions of key terms and Appendix 7 for detailed data tables by department. To note, the County's latest organizational chart is from February 2026.



Organizational Chart



* Offices where a person in an elected position leads a civil servant workforce.

** Reports to the Board of Supervisors.

County of San Diego Organizational Chart showing the relationship between residents, elected officials, and administrative departments.

Source: 4/24/25 Revised San Diego County Organizational Chart

[<https://www.sandiegocounty.gov/content/sdc/cao/organization.html>]. Retrieved 10/13/25.

In alignment with the CEDAW ordinance, demographic information disaggregated to the level specified in the ordinance, as described in Section 2, was utilized. In some cases, data were not collected because departments do not collect demographic data for operational, programmatic, or statutory reasons, or were not included for analyses due to data privacy and protection requirements.

How to Read Our Findings: Disparities, Disproportionality, and What They Do (and Don't) Mean

What we measure – and why

- **Disparities (regionwide baseline).** Using ACS/PUMS, the region shows outcomes that differ by sex and intersecting factors (e.g., race/ethnicity, age, immigration, language, disability, income). These are population-level differences in outcomes (e.g., earnings, cost burden). The report uses them as a proxy for potential need and to surface structural barriers—not to evaluate any department's performance.
 - Why a proxy? Decades of research links differences in income, housing cost burden, unemployment, and language access to reduced opportunity and service access, even when education is similar (e.g., Petersen and Morgan, 1995; Hegewisch and Williams-Baron, 2017; Desmond and Gershenson, 2016; Flores, 2006; Daher et al., 2021).
 - Most datasets reflect service years 2022–2023, representing the most recent full fiscal year of data available at the time of reporting.
- **Disproportionality (departmental lens).** For County programs, who is served is compared to the relevant eligible or target service population (not always the whole region). Disproportionality is a difference in representation, not a rating of service quality or a mandate to match the regional population. It is a signal for inquiry: Are access points, eligibility rules, locations, outreach, or partner pathways shaping who reaches services?

What this report does not do

- The report does not judge any demographic characteristic as “good” or “bad,” and does not declare proportional representation as an inherent goal.
- The report does not conduct program effectiveness or impact evaluation. The comparisons indicate who is served vs. who might need services, given regionwide patterns.

How to interpret the two together

- **Start with disparities (Section 3).** Where are gaps largest (e.g., earnings, cost burden, limited English proficiency)? These highlight potential barriers and geographies/populations where need is likely higher.
- **Look at program disproportionality (Section 4).** Consider operational factors (eligibility, hours, locations, waitlists, referral networks, outreach languages, digital access) wherever the population served for each specific program differs from the relevant eligible/need population.
- **Form questions, not verdicts.** Use disproportionality as a diagnostic prompt—to refine outreach, remove friction, or coordinate with partners—especially where regionwide disparities suggest higher need.

Why structural barriers matter

- Occupational sorting and caregiving sustain pay gaps even with similar education (Petersen and Morgan, 1995; Hegewisch and Williams-Baron, 2017).
- Housing instability magnifies economic risk; Black households face disproportionate homelessness nationally (Desmond and Gershenson, 2016; National Alliance to End Homelessness, 2023).
- Language access barriers reduce use of health and public services and complicate digital access (Flores, 2006; Daher et al., 2021).
- These patterns help explain why some groups may be underrepresented among clients even when programs are open to all.

Cautions and replication

- **Regionwide disparities are population estimates; program disproportionality is a descriptive snapshot. Neither proves causation.**
- **For methods, definitions, and tables enabling replication, see Appendix 6 (methods) and 7 (tables).**
- **Where appropriate, the report aligns comparisons to program-relevant populations (e.g., youth programs vs. regional youth, not all adults).**

The analysis is limited by the availability and structure of public datasets. Most sources rely on binary gender categories and do not consistently capture gender-expansive identities. Additionally, some demographic groups, such as Middle Eastern and North African (MENA) populations, are not distinctly categorized in the Census datasets used, which may obscure important disparities. The County's ongoing efforts to improve data disaggregation—including initiatives to collect MENA data—represent an important step toward addressing these limitations (U.S. Census Bureau, 2023; San Diego County, 2022).

What to do with a disproportionality finding

- Treat it as a **why/where/how** prompt:
 - **Why** might this group be under- or over-represented?
 - **Where** are access points, and do they align with need geographies?
 - **How** could eligibility, hours, language support, navigation, or partnerships be adjusted?

Note on Jurisdiction and Authority

Several County departments operate under distinct jurisdictional, statutory, or governance frameworks that shape how and where their services are delivered and how data are collected and reported. For example, departments such as Planning and Development Services and Public Works have mandates that are closely tied to unincorporated areas, while other departments provide services regionwide or regionally. In addition, offices led by independently elected officials—such as the Sheriff's Office, District Attorney, Treasurer–Tax Collector, and Assessor/Recorder/County Clerk—operate with authorities and responsibilities established by state law.

As a result, differences in service boundaries, program mandates, and governance structures affect how program data can be interpreted, particularly when comparing geographic or demographic patterns across departments. These differences do not indicate gaps in County commitment or performance; rather, they reflect the legal and operational context in which departments function. This report accounts for these distinctions and focuses on identifying areas where the County can influence gender equity outcomes through policy, interdepartmental coordination, partnerships, and administrative practice.



4.1 Finance and General Government Group

Source: County of San Diego

4.1 Finance and General Government Group and CAO Direct Report Departments

The Finance and General Government Group (FG3) has the following departments:

Departments that provided data:

- Auditor and Controller
- Citizens' Law Enforcement Review Board
- Civil Service Commission
- Clerk of the Board of Supervisors
- Communications Office
- Human Resources
- Purchasing and Contracting
- Registrar of Voters

Departments that were exempt from providing data:

- Assessor/Recorder/County Clerk's Office
- Chief Administrative Office
- Chief Financial Office
- County Counsel
- General Services
- Group Executive Office (administrative)
- Office of Economic Development and Government Affairs
- Office of Equity and Racial Justice
- Office of Ethics, Compliance and Labor Standards
- Office of Evaluation, Performance and Analytics
- Technology Office
- Treasurer/Tax Collector's Office

The Finance and General Government Group (FG3) includes departments that provide core administrative, governance, fiscal, human resources, elections, and oversight functions for the County. These departments generally do not deliver direct, client-facing social services. Instead, they support County operations, workforce management, financial stewardship, procurement, compliance, transparency, and democratic processes.

Because of their administrative and governance-focused roles, FG3 departments' service populations and data systems differ from those of programmatic or social service departments. Many functions are internally-facing (e.g., human resources, purchasing, finance, legal, and technology), regulatory, or oversight-oriented, and some operate under independent constitutional or statutory authority. As a result, demographic data on service recipients are not always collected, or are constrained by privacy, legal, or operational requirements.

Where demographic data are available, observed patterns tend to reflect workforce composition, civic participation, or administrative process design rather than service targeting or eligibility rules. This analysis does not assess departmental performance or equity impacts of specific policies. Instead, it provides a baseline view of how gender and other demographic characteristics appear within the data that are currently available, and where gaps in data collection limit visibility.

From a CEDAW perspective, FG3 departments are most relevant to international articles addressing equal access to public institutions, employment, legal protections, political participation, and public administration. Their policies and practices shape the systems through which residents interact with government, access public processes, and experience institutional fairness—even when services are not delivered through traditional client programs.

Due to their administrative scope, data privacy constraints, and/or statutory roles, some departments in this group were exempt from providing data. Several of these departments elected to submit narrative descriptions of CEDAW-related work, which are included at the end of this section.

Auditor and Controller

Department Mission Analysis

The Auditor and Controller serves as the County's steward of financial integrity and accountability. The department manages accounts for all County departments, agencies, and special districts whose funds are kept in the County Treasury, ensuring compliance with the County Charter and generally accepted accounting principles. It provides timely financial reports to support decision-making by the Board of Supervisors and the Chief Administrative Officer, and delivers independent, objective, and cost-effective audit services to safeguard public resources.

In addition to its core accounting and auditing functions, the Auditor and Controller administers the Office of Revenue and Recovery (ORR), which is responsible for managing the County's accounts receivable and collections programs. ORR works to recover funds owed to the County—including court-ordered debt, fees, and other receivables—while offering payment plans and other tools intended to balance fiscal responsibility with accessibility for residents. Through this function, the department supports both financial stewardship and equitable revenue practices.

More broadly, the Auditor and Controller supports financial decision-making and accounts receivable management to maximize recovery of funds owed to the County. Governed by principles of fiscal integrity, client service, and continuous improvement, the department positions itself not only as a controller but also as a provider of value-added financial services that advance the County's strategic goals. Its long-term vision is to broaden its role as the leading financial management resource for the County, promoting accountability in government and maintaining the public trust.

CEDAW Alignment

The Auditor and Controller's mission aligns closely with the local CEDAW principles of economic development and access to public services. By overseeing the County's finances and ensuring accountability, the department assures fiscal stability, allowing the County to deliver public resources equitably across communities. This role is especially important for women and underserved populations, who face disproportionate barriers in accessing employment opportunities, childcare, housing, and other public benefits. By ensuring that funds are collected, tracked, and reported transparently, the Auditor and Controller supports the equitable delivery of these services and helps maintain public trust in government.

Description of Track 2 Data Available

The ORR submitted a disaggregated client dataset covering Fiscal Year 2020–2023. Each record represents an individual served by the Auditor and Controller, with demographic information including gender, age, ZIP Code, language, marital status, and job status. The dataset provides a client-level view of who engages with the department's debt collection and recovery programs.

While gender and age provide reliable insights into the demographic reach of the ORR services, language and marital status are reported for less than 10% of clients, and ZIP Code and job status are not comparable to regionwide benchmarks. As such, the analysis focuses on gender and age, which allow for meaningful comparison to population-level data from the Census.

Importantly, these data are used to identify patterns, not assess program performance.

Comparative Analysis of County as a Service Provider

This analysis presents a descriptive comparison between clients served by the ORR in Fiscal Year 2022-2023 and the overall San Diego regional population, using American Community Survey (ACS) data as a general reference point. Regionwide demographics are used only to provide context for understanding the composition of individuals who interact with the ORR, rather than to assess disparities or service equity.

It is important to note that the ORR's client base primarily reflects referrals from other County departments and court-ordered debt collection. As such, differences between ORR clients and the broader population may reflect variations in the types of services administered or in the demographics of individuals subject to referrals or court orders, rather than differences in the ORR's service delivery.

Given these parameters, the comparison is intended solely to identify broad demographic patterns—such as gender and age distributions—within the client population and to inform future data monitoring and planning.

Gender

Data for the Auditor and Controller's clients for nearly half (45%) of records did not include gender information due to the non-mandatory nature of this data during the collection process. However, among the 55% of clients with gender recorded, women make up 34.9% of clients compared to 49.4% of the regionwide population, while men comprise 65.1% compared to 50.6% regionwide. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

This difference does not necessarily reflect inequities in access to Auditor and Controller services, as clients of the ORR are primarily referred through other County departments or through court-ordered debt collection. Variations in gender representation are more likely to reflect broader patterns in debt type, court involvement, or service utilization across the County. These observations therefore highlight the importance of understanding how demographic trends in referrals or court-ordered obligations shape the population served by the ORR, rather than indicating disparities in ORR's own service delivery.

Age

The Auditor and Controller's client base is concentrated among adults in mid-life, suggesting that ORR services most often engage residents in their primary working and caregiving years. Among female clients, nearly half (47.8%) fall between ages 45-64—almost double their share in the regionwide female population (24.5%). Younger women under 35 account for just 14.3% of clients compared to 24.1% regionwide, while older women 65 and above make up 11.9% compared to 22.1%. Male clients follow a similar pattern, with overrepresentation in the 35-54 age range and underrepresentation among younger and older adults. For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

These patterns likely reflect broader demographic and socioeconomic differences in how financial obligations and court-ordered debts are distributed across age groups, rather than differences in access to ORR services themselves. Lower representation of certain age groups within ORR's client base may instead relate to differences in how other County programs or services engage residents at different life stages.

Findings and Potential Opportunities

Overall, the demographic patterns observed among ORR clients reflect the structure of upstream referrals and court-ordered processes more than differences in direct service access. Among clients with available data, men make up a larger share of the population served, and mid-life adults—particularly those ages 45–64—are most represented.

Given that referrals originate from other departments and judicial sources, demographic variations among ORR clients may point to differences in how other County programs or court-ordered processes engage residents at different life stages. Strengthening coordination and data sharing across departments could help clarify how these upstream referral patterns influence the client population that ultimately interacts with the Auditor and Controller.

A large share of records does not include gender information, which was not required but limits the ability to fully interpret demographic trends. Exploring including gender information in demographic reporting, where appropriate, could help provide a clearer understanding of who is served through the County's broader financial recovery system.

Citizens' Law Enforcement Review Board

Department Mission Analysis

The County's Citizens Law Enforcement Review Board (CLERB) conducts independent and impartial investigations of citizen complaints against the Sheriff's Office and Probation Department, as well as any incidents of death or serious bodily injury connected to the actions of either department. In addition to responding to filed complaints, CLERB is mandated to investigate deaths arising from or connected to law enforcement or probation actions, regardless of whether a complaint is submitted.

Established by voter initiative in 1990, CLERB is composed of 11 volunteer members representing the County's five Supervisorial Districts, none of whom are affiliated with the Sheriff's Office, Probation Department, or other County departments. Members are nominated by the County's Chief Administrative Officer and appointed by the Board of Supervisors and are supported by a full-time staff of nine County employees.

Under the County Charter, CLERB's responsibilities include receiving, reviewing, and investigating complaints; making advisory findings; and recommending new policies or policy changes to the Sheriff, Chief Probation Officer, and Board of Supervisors to improve policing practices, prevent harm, and support equity.

CEDAW Alignment

CLERB's mission directly intersects with CEDAW principles related to gender-based violence and harassment, equitable access to public services, and accountability within the criminal legal system. By conducting independent investigations into complaints and incidents involving the Sheriff's Office and Probation Departments, CLERB plays a key role in ensuring that law enforcement actions are subject to civilian oversight, with the goal of preventing harm and advancing equitable treatment for all community members.

Through its fact-finding work and policy advisories, CLERB supports CEDAW's emphasis on transparency, accountability, and equal protection under the law. By recommending changes to policies and practices, CLERB can help shape departmental procedures to reduce bias, improve safety, and ensure that law enforcement services are delivered in ways that uphold the rights and dignity of all residents, particularly those from communities facing compounded inequities.

Description of Track 2 Data Available

For CLERB, the County provided demographic data for individuals who were the subject of complaints—primarily staff of the Sheriff's Office and Probation Department—between July 1, 2022, and June 29, 2023. The dataset reflects the characteristics of those being investigated, not the individuals who filed complaints. Complainant demographic data, while valuable for a fuller equity analysis, could not be analyzed at the level of disaggregation needed for this baseline without risking identification of individuals given the relatively small number of cases. Available demographic attributes include gender and race/ethnicity, consistent with the categories outlined in the CEDAW ordinance.

This data allows for a limited equity-focused analysis by showing the gender and race/ethnicity composition of personnel who were the subject of investigation. However, it does not capture information about the complainants themselves, the nature or outcomes of the complaints, or other intersectional disaggregated data points.

Comparative Analysis of County as a Service Provider

Gender

Male subjects represent the majority of CLERB cases, accounting for 71.7% of all individuals investigated. Women represented 26.8% of subjects, with non-binary and transgender individuals each accounting for 0.01% of cases. While workforce demographic data from Department of Human Resources (DHR) is available at the aggregate level, the degree of aggregation required to protect employee privacy prevents direct cross-comparison with CLERB complaint subject data at this time. As a result, this analysis cannot determine whether observed patterns reflect workforce composition, role assignment, or other structural factors—though gender imbalances in frontline law enforcement roles may be a contributing factor.

Race and Gender

Among female subjects of CLERB complaints, White women 44.1%, Asian women represent 29.4%, Hispanic or Latina women 20.6%, and Black or African American women 17.6%. Because workforce demographic data could not be disaggregated to a level that allows direct comparison without privacy concerns, these differences cannot be fully interpreted, but they highlight notable variations between the demographic composition of female complaint subjects and that of the broader female population in the region.

Across gender and race, the racial composition of complaint subjects reflects the demographics of the law enforcement workforce rather than the regional population—a distinction that is critical to interpreting these figures appropriately. Among complaint subjects, men of color—including Hispanic or Latino men (29.1%) and Black men (27.8%)—appear at higher rates than their female counterparts. Whether these patterns reflect workforce composition, role and geographic assignment, or other structural factors cannot be determined without workforce demographic data at a suitable level of disaggregation. These figures are included for transparency and should not be read as indicators of differential conduct by any demographic group. This pattern underscores how race and gender intersect in ways that shape who appears in CLERB cases.

These demographic patterns describe who appears as the subject of complaints within the CLERB review process and reflect the composition of complaints received—not the demographics of the County's overall workforce. Comparing complaint-subject demographics to the regional population is not methodologically appropriate in this context. These figures are included to provide transparency into the data available and should not be read as indicators of differential conduct by any demographic group.

Case Type by Gender

The distribution of case types further reflects gender differences. Cases involving the most serious allegations—such as great bodily injury, firearm discharge, and deaths—are overwhelmingly associated with male subjects. Subjects of CLERB complaints by case type are as follows:

- Routine Cases: Male 71.4%, Female 28.6%
- Priority Cases*: Female 77.8%, Male 11.1%, Transgender 11.1%
 - **Priority cases are cases submitted for expedited handling by the CLERB. This is typically due to statutory deadlines, urgent appeals, or other time-sensitive issues.*
- Great Bodily Injury (GBINC): Male 90%, Female 5%, Non-Binary 5%
- Discharge of Firearm (DFNC): Male 83.3%, Female 16.7%
- Death Cases: Male 80%, Female 20%

While women are more represented in priority cases, this pattern cannot be fully interpreted without workforce composition data disaggregated to a level that allows direct comparison—a cross-reference that privacy considerations currently preclude. Whether this reflects role assignment, case type distribution across the workforce, or other structural factors warrants further analysis.

Findings and Potential Opportunities

CLERB complaint data shows that male subjects make up the majority of cases and are more often associated with serious allegations, such as use of force, firearm discharge, and death. Female subjects comprise a smaller share of complaints and are more represented in routine and priority cases. Among female subjects, there are notable differences between their racial composition and that of the broader female regional population.

An opportunity exists to deepen analysis by potentially pairing CLERB's complaint subject data with additional information— such as the demographics of individuals filing complaints, workforce composition data at a level of disaggregation suitable for cross-comparison, role assignment, training, and geographic deployment, when legally permitted. This expanded dataset could help clarify whether observed differences reflect broader equity concerns and inform custom policy, oversight, or prevention strategies.

Civil Service Commission

Department Mission Analysis

The Civil Service Commission (CSC) serves as the charter-mandated administrative appeals body for personnel matters in the County, responsible for upholding merit-based principles in the County's human resources system. Comprised of five citizen commissioners appointed by the Board of Supervisors, the CSC reviews appeals and conducts investigations into disciplinary actions, selection procedures, classification disputes, discrimination complaints, and other personnel processes.

Operating with a small, dedicated staff, the CSC ensures that County employees are treated fairly under Civil Service rules. It adjudicates employee appeals, performs quasi-judicial hearings, interprets Civil Service regulations, and issues recommendations, helping to preserve transparency and accountability in County employment practices.

CEDAW Alignment

The CSC's mandate to uphold fairness, due process, and merit-based employment practices directly aligns with the CEDAW principles related to equal access to employment, protection from discrimination, and equitable workplace policies. By providing an impartial avenue for County employees to appeal disciplinary actions, challenge hiring or promotion decisions, and raise concerns about discrimination or bias, the CSC plays a critical role in safeguarding workplace equity.

While the CSC's work is not gender-specific, its oversight is particularly relevant for addressing potential intersectional gender inequities that can arise in public sector employment. Investigations and hearings provide an opportunity to surface patterns of discrimination or procedural inequities that may disproportionately impact certain groups. The CSC's ability to recommend corrective actions and policy changes supports the broader goal of ensuring gender-responsive, inclusive, and bias-free personnel systems across County departments.

Description of Track 2 Data Available

The CSC-provided data includes information on County employees who filed appeals with the CSC during the Fiscal Year 2020-2023. These data capture the demographic characteristics of appellants and are disaggregated by:

- Age group
- Appeal decision outcomes, disaggregated by gender.
- Gender
- Highest education level
- Marital status
- Race and ethnicity

For consistency across departments and comparability with ACS data, this analysis relies only on the most recent year of data. These data are used to identify patterns, not assess program performance.

Comparative Analysis of County as a Service Provider

This analysis presents a descriptive comparison between individuals who filed appeals with the CSC and the County employee workforce, using American Community Survey data and aggregate internal workforce data as general reference points—recognizing that workforce data could not be disaggregated to a level that would allow direct cross-comparison without privacy considerations. It is important to note that the CSC receives appeals from both County employees and, in some cases, non-County individuals (e.g., selection or discrimination-related appeals). As a result, the appellant population is not directly equivalent to the County workforce.

Accordingly, workforce demographics are used here solely as contextual benchmarks to help interpret the composition of the appellant pool—not to assess representational equity, access, or performance of the CSC. Differences observed may reflect eligibility, referral pathways, or case types rather than patterns of service delivery or workforce participation.

Gender

Among appellants with gender recorded, men account for 56.4% of appeals, compared to 39.1% of the County employee workforce, while women account for 43.0% of appeals compared to 60.9% of the workforce. This indicates that the gender composition of the appellant pool differs from that of the overall County workforce.

These differences should be interpreted in light of the fact that the CSC receives cases through specific referral pathways and eligibility conditions, and the appellant population also includes non-County individuals. As a result, the observed gender composition reflects who enters the appeals system under these conditions rather than access to or treatment within the appeals process itself. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Race and Ethnicity

Among female appellants, the largest share identified as Hispanic (37.5%), followed by Asian (16.7%), Black (16.7%), Multiracial (12.5%), White (12.5%), and American Indian (4.2%). These distributions differ in several respects from the racial and ethnic composition of the County employee workforce, which is used here only as a contextual reference point. For example, Black and Multiracial women comprise a larger share of female appellants than of the County employee workforce overall, while White women comprise a smaller share (12.5% of female appellants compared to 60.9% of the workforce).

Differences in composition also vary by gender. Hispanic women account for a slightly smaller share of female appellants than their share of the County employee workforce (37.5% vs. 39.4%), while Hispanic men appear at a similar share among male appellants compared to the workforce (38.7% vs. 38.2%). Black men comprise a smaller share of male appellants than of the workforce (9.7% vs. 16.5%), while Black women appear at a similar share among female appellants compared to the workforce (16.7% vs. 17.3%). White women comprise a larger share of female appellants (12.5%) relative to their share of the workforce (5.3%), while White men appear only slightly above their workforce share (6.5% vs. 5.3%). Asian women comprise a smaller share of female appellants (16.7%) than of the workforce (29.0%), while Asian men appear closer to their workforce share (29.0% vs. 32.2%).

Because the appellant pool includes both County employees and non-County individuals and reflects specific case types and referral pathways, these differences should be interpreted as descriptive patterns in who appears in the appeals system rather than as indicators of access, participation, or equity in the Civil Service Commission's processes. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Age

Most appeals filed by women came from individuals aged 35–64, with the largest shares in the 45–54 age group (33.3%) and the 55–64 age group (25.0%). Younger individuals aged 18–34 comprise a smaller share of female appellants relative to their presence in the County employee workforce. This age pattern suggests that appeals activity is concentrated among mid-career and later-career individuals, which likely reflects differences in job tenure, position type, or exposure to appeal-eligible actions rather than differences in access to the appeals process itself. For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

Marital Status

Single women account for 70.8% of female appellants, compared to 43.2% of women in the County employee workforce, while married women account for 25.0% of female appellants compared to 36.9% of the workforce. These differences describe the composition of the appellant pool and may reflect a range of underlying factors—including differences in job types, life stage, or exposure to employment actions—as well as economic circumstances such as single-income household dependency, which research suggests can increase both financial reliance on employment and the likelihood of pursuing an appeal. These patterns should be interpreted as descriptive rather than as indicators of differential access to or use of the appeals process. For reference, see Table 6. Population by Gender and Marital Status in the Appendix, which provides a baseline comparison for interpreting these results.

Education

Female appellants are more likely to report having some college or an associate's degree (33.3%) compared to the County employee workforce (28.9%), and less likely to hold a bachelor's degree (25.0% vs. 45.0%), master's degree (16.7% vs. 20.2%), or doctorate (0.0% vs. 5.9%). These differences indicate that the educational profile of female appellants differs from that of the broader workforce, which may reflect variation in occupational categories, job classifications, or exposure to appeal-eligible actions, rather than differences in access to the appeals process. For reference, see Table 12. Educational Attainment by Race/Ethnicity, Female Population in the Appendix, which provides a baseline comparison for interpreting these results.

Decision Outcomes

Among affirmed appeals, the majority were filed by men (71.4%), with women accounting for 28.6%. Among denied appeals, approximately two-thirds (66.7%) were filed by women, with men accounting for one-third (33.3%). Given the limited sample size and the mix of case types and appellant populations, these outcome patterns should be interpreted cautiously and viewed as descriptive rather than as evidence of systematic differences in treatment or success rates by gender.

Findings and Potential Opportunities

The appeal data indicate that the demographic composition of appellants differs from that of the County employee workforce. Men account for a larger share of appeals than their share of County employees, while women account for a smaller share. Among women who filed appeals, Black and Multiracial employees comprise a larger share of appellants relative to their representation in the County employee workforce, while White women comprise a smaller share.

Appeals are also concentrated among employees aged 35–64, particularly those in the 45–54 age range. In addition, single women account for a larger share of female appellants than their share of the workforce, while married women account for a smaller share. Educational attainment patterns further suggest that female appellants are more likely to hold some college or an associate's degree and less likely to hold bachelor's or advanced degrees compared to the overall female workforce.

Differences in appeal outcomes by gender are also observed: men account for a larger share of affirmed appeals, while women account for a larger share of denied appeals. However, these results should be interpreted with caution. The appeals dataset includes both County and non-County appellants, reflects a limited number of cases, and does not control for differences in case type, severity, representation, or procedural pathway. As a result, these descriptive patterns cannot be used to draw conclusions about differential treatment, equity of outcomes, or performance of the appeals process.

Taken together, the findings suggest that the population appearing in the appeals system differs in systematic ways from the County employee workforce, likely reflecting a combination of workforce composition, job classifications, tenure, departmental practices, and the types of actions that lead to appeals, as well as the inclusion of non-County appellants. Pairing these data with additional contextual variables—such as appellant status (County vs. non-County), job class, department, length of service, reason for appeal, and representation during proceedings—could possibly allow for more precise interpretation of observed patterns and support more accurate, longitudinal monitoring of the appeals system over time.

Clerk of the Board of Supervisors

Department Mission Analysis

The Clerk of the Board of Supervisors promotes transparent and inclusive governance by managing public access to official Board records—such as agendas, meeting minutes, and historical documents—and ensuring equitable service delivery to residents. The department also processes passport applications, provides notary services, and operates the Public Records Request Center, serving as a centralized hub for public information and administrative support.

In addition, the department oversees all citizen boards, commissions, and committees, including administering appointment filings, coordinating candidate outreach, and maintaining records for decision-making bodies such as the Assessment Appeals Boards and various advisory and regulatory bodies that cover topics like housing, planning, and public health. Through these roles, the department supports civic engagement and access to participation in County governance.

CEDAW Alignment

The Clerk of the Board's responsibilities align with several local CEDAW principles, particularly those related to Political and Civic Engagement and Access to Public Services. By managing the appointment process for County boards, commissions, and committees, the department plays a direct role in shaping opportunities for public participation in County decision-making. This function provides a clear avenue to increase women's representation—on advisory and regulatory bodies that influence County policies and services.

In addition, the department's role in maintaining open access to Board records, processing public records requests, and supporting public meeting participation advances transparency and accessibility, both of which are essential to equitable civic engagement. Ensuring that public information is accessible across languages, formats, and technologies can further operationalize CEDAW principles by removing barriers that disproportionately affect women and historically marginalized communities.

Description of Track 2 Data Available

The data set provided by the Clerk of the Board captures Fiscal Year 2022–2023 demographic information for members of County boards, commissions, and committees. The data is self-reported by members and includes the following fields:

- Board/Commission Name: Identifies the specific board, commission, or committee on which each individual serves.
- Supervisorial District: Identifies the district in which the member resides.
- Gender: Includes non-binary and transgender categories.
- Race/Ethnicity: Self-identified racial and ethnic category.
- Age Group: Categorical age range of the member.
- Household Income Range: Self-reported household income bracket.

Data are used to identify patterns, not assess program performance.

Comparative Analysis of County as a Service Provider

The dataset allows for disaggregation of representation across boards, commissions, and committees by gender, race/ethnicity, age, income, and district, as well as comparisons between the composition of individual boards and the broader regional population. It also enables identification of boards that are entirely male, entirely female, gender-balanced, or include transgender representation.

Gender

Overall, board, commission, and committee membership is broadly reflective of regional gender distribution, with women comprising 50.7% of members and men 48.0%, compared to 49.4% and 50.6% in the regional population, respectively. Representation of non-binary (0.3%) and transgender members (2.0%) is present, though in small numbers. Gender composition varies significantly by board: several are composed entirely of women—such as the Child Care and Development Planning Council, Community Action Partnership Administering Board, and the Commission on the Status of Women and Girls—while others are entirely male, including the Alpine Community Planning Group, City/County Reinvestment Task Force, Civil Service Commission, and Fire Protection District Advisory Board.

A few boards, such as the Regionwide Redevelopment Successor Agency Oversight Board, Flood Control District Advisory Commission, and Gillespie Field Development Council, reflect near gender parity. Boards with transgender representation include the Human Relations Commission and CSA 138–Valley Center Parks and Recreation Advisory Committee. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results. These single-gender compositions likely reflect the subject matter or statutory purpose of the board—for example, boards focused on issues historically associated with particular communities or professions—as well as appointment patterns over time. They do not necessarily indicate exclusionary practices, but do present an opportunity to review whether outreach and recruitment for vacancies is reaching diverse candidates.

Race and Ethnicity

Among female members, the largest shares were MENA (13.5%) and White (13.5%), followed by Hispanic or Latina (8.6%) and Black (3.9%). Compared to the regionwide female population, Hispanic or Latina women (8.6% vs. 35.0%), White women (13.5% vs. 42.6%), and Asian women (1.7% vs. 12.7%) are underrepresented. MENA women also make up a notable share of board members (13.5%), though directly comparable regionwide benchmark data are not collected due to differences in category definitions.

Gender disparities also emerge across racial groups. Black men are underrepresented relative to their share of the regional population (2.2% vs. 4.8%), while Black women are near parity (3.9% vs. 4.0%). The magnitude of underrepresentation is greater for Hispanic or Latino men (4.4% vs. 34.1%) than for Hispanic or Latina women (8.6% vs. 35.0%), and greater for White women (13.5% vs. 42.6%) than for White men (18.0% vs. 44.3%). Together, these patterns suggest that race and gender interact in shaping who serves on County boards and commissions. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Note: Where available, this section reports MENA as a distinct category based on self-reported data from board and commission members. In regional benchmark data, MENA individuals are typically included within the “White” category; as a result, comparisons should be interpreted as indicative rather than perfectly like-for-like.

Age

Female members are disproportionately concentrated in older age groups. Women aged 55 and above make up the majority of female members, with particularly high shares in the 55–64 (27.3%) and 65–74 (28.7%) age ranges compared to their representation in the regional population (12.3% and 9.8%, respectively). In contrast, younger women are underrepresented, with only 0.7% aged 18–24 (vs. 9.0% regionwide) and 5.3% aged 25–34 (vs. 15.1% regionwide). For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results. This pattern is consistent with national research on civic participation, which shows that board and commission service is more common among individuals who are retired or in later career stages, have greater schedule flexibility, and have had more time to build professional networks and civic relationships. It may also reflect barriers faced by younger women—including caregiving responsibilities, work demands, and limited awareness of appointment opportunities—that make it harder to pursue volunteer civic roles.

Income

Among female board members, the largest share report incomes above \$150,000 (32.0%), followed by \$100,000–\$149,999 (12.4%) and \$50,000–\$74,999 (12.4%). Compared to the regionwide average female income (\$53,000), women on boards are disproportionately concentrated in higher income brackets. Among male board members, the skew is even stronger, with 42.8% earning above \$150,000 and 20.0% earning \$100,000–\$149,999. This contrasts with the regionwide average male income of \$75,000, underscoring that both male and female board members are wealthier than the broader regional population, with men especially concentrated at the top end. For reference, see Table 18. Mean Earnings by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Findings and Potential Opportunities

Overall, County boards and commissions have reached gender balance, but members tend to be older and wealthier than the broader regional population. Women over 55 and people earning more than \$150,000 make up especially large shares. Racial representation, however, shows notable disparities. Hispanic and Latino residents are significantly underrepresented, with both men and women less likely to serve. White women and Asian women are also underrepresented, while Black men fall short of parity even as Black women are represented proportionally. Going forward, the County could strengthen its appointment process by periodically reviewing demographic data and adjusting outreach, recruitment, and retention efforts accordingly to ensure ongoing gender balance and equitable representation across age, race, and income groups.

County Communications Office

Department Mission Analysis

The County Communications Office (CCO) serves as the central hub for two-way communication between San Diego County government and its residents. Its mission is to be the “go-to” source of timely, accurate information about County policies, programs, and opportunities—empowering residents to become active participants in public life.

To achieve this, the CCO operates the County’s Engagement Center and the Engage San Diego County platform, handles public and media inquiries, and proactively disseminates information in both emergency and routine contexts. CCO ensures accessibility by providing content in multiple languages and formats—including the County News Center (CNC), videos, social media, public access broadcasts, and partnerships with media outlets.

CEDAW Alignment

The CCO’s work directly supports the local CEDAW ordinance’s emphasis on equitable access to public services and civic participation. By serving as the County’s central hub for information sharing and engagement, CCO plays a key role in ensuring that residents—particularly those from historically excluded or marginalized communities—can access timely, clear, and culturally responsive information about programs, resources, and opportunities.

CCO’s focus on multi-language communications, accessible formats, and diverse media platforms aligns with the ordinance’s requirement to remove barriers that prevent equal participation in civic life. Effective outreach and transparency are foundational to other CEDAW policy areas as well by promoting programs and services related to economic development, housing and homelessness, gender-based violence and harassment, and more. Equitable communication also requires attention to digital and visual accessibility—ensuring that County content is navigable by individuals with disabilities, compatible with assistive technologies, and designed to meet accessibility standards. As the County’s communications infrastructure expands across digital platforms, embedding accessibility standards into content production, platform design, and vendor requirements can help ensure that all residents—including those with visual, auditory, or cognitive disabilities—can fully access public information and services.

Through its public-facing communications, the CCO also supports political and civic engagement by promoting awareness of County decision-making processes, public meetings, and opportunities for community input. CCO’s core mission reinforces the CEDAW principle that government must not only design equitable policies but also ensure that all residents are aware of, understand, and can access them.

Description of Track 2 Data Available

Data provided by the CCO includes three quantitative sources and one narrative report. The CNC dataset includes activity data disaggregated by language. The social media dataset covers platform-specific breakdowns of viewership: age for Facebook; sex and age for Instagram, Twitter, and YouTube. A third dataset tracks Calendar Year 2022–2025 projects and engagement statistics (aware, informed, and engaged). The accompanying narrative report documents major initiatives from Calendar Year 2020 to 2025 aimed at expanding equitable access to information. Together, these sources provide both quantitative evidence of the CCO’s reach and qualitative documentation of policy and programmatic shifts. Importantly, data are used to identify patterns, not assess program performance.

Description of County as a Service Provider

The CCO plays a central role in ensuring that County information and services are accessible to residents through a multimodal outreach strategy, including web, print, TV, social media, and in-person engagement. Investments in language access have expanded significantly in recent years, with Policy A-139 requiring translation of vital documents into eight threshold languages, the addition of Korean, Persian, and Somali in 2022, and the creation of a Translation Review Team to ensure accuracy and cultural responsiveness (County of San Diego Board Policy A-139: Language Access). Interpretation services for major public events and standardized accessibility language in County materials further reinforce this commitment.

Digital engagement data shows strong female representation in the engaged audience of certain social media platforms, particularly Instagram (65.3% female audience) and X (61.2%), compared to the region's overall female population (49.4%). By contrast, YouTube engagement skews male, with women representing only 41.0% of the audience in Fiscal Year 2022–2023, down from 44.7% in Fiscal Year 2020–2023. These differences align with platform-specific patterns of engagement by gender. For reference, see Table 3. Population by Gender, which provides a baseline comparison for interpreting these results.

The CNC's user data reveals a heavy predominance of English-language engagement (96.5% of users), despite the office's extensive ethnic media partnerships and multilingual capabilities. Spanish speakers represent just 1.1% of users compared to 23.2% of the regional population, while Arabic and other languages are also significantly underrepresented. This gap indicates that while translation infrastructure exists, there may be other barriers to reaching and engaging non-English-speaking residents. The CCO has already invested in improving County staff skillsets in inclusive engagement, reaching nearly 200 employees through monthly engagement trainings, providing language access training to over 15,000 employees, and certifying 80+ staff in international public participation. In parallel, new partnerships with community-based organizations and contractors are helping extend outreach into communities with greater language access needs. For reference, see Table 9. Language Spoken at Home by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Findings and Potential Opportunities

The CCO has made notable progress in building the infrastructure for inclusive and multilingual outreach, including policy changes, expanded threshold language coverage, creation of the Translation Review Team, and strong ethnic media partnerships. Female audiences are particularly well-represented on social media platforms such as Instagram and X, demonstrating the office's ability to connect with women through certain channels. Internal training efforts have also reached a substantial portion of the County employee workforce, equipping employees with skills and resources to support accessible, culturally responsive communication.

Engagement data shows that County communication channels—particularly the CNC—remain heavily English-dominant, with significantly lower audience participation from Spanish, Arabic, and other non-English-speaking communities even with translation availability. Additionally, women are underrepresented on certain platforms, such as YouTube, indicating the possible need for platform-specific strategies to diversify reach.

Department of Human Resources

Department Mission Analysis

The Department of Human Resources (DHR) is dedicated to building and sustaining a skilled, adaptable, diverse workforce that enables County departments to deliver high-quality services to residents. Its mission centers on workforce development, retention, and support of inclusive practices, aligned with the overarching goal of advancing departmental effectiveness and equity.

With divisions spanning administration, benefits, DHR services, labor relations, risk management, talent development, and workforce analytics, DHR oversees several core functions including recruitment and classification, benefits training, and labor agreements. The department's integrated structure ensures that HR processes—such as recruitment, compensation, and employee support—are aligned with organizational goals and uphold standards of fairness and inclusion throughout the County workforce while ensuring compliance with the County's Civil Service requirements.

CEDAW Alignment

The CEDAW ordinance calls for the proactive identification and removal of barriers to gender equity across County functions, including employment. DHR plays a central role in advancing these goals by ensuring that the County workforce reflects and appropriately responds to the diverse communities it serves. A representative and inclusive workforce strengthens the County's capacity to design and deliver programs and services that meet the needs of all residents, while gender-equitable recruitment, promotion, and retention practices help dismantle barriers to employment for women and other historically underrepresented groups. DHR's oversight of workforce data, hiring practices, benefits, and training programs provides a key opportunity to apply an intersectional gender lens to employment policies and practices, in alignment with CEDAW's emphasis on equity in economic opportunity and access to public services.

Women regionwide earn about 76 cents for every dollar earned by men, while women employed by the County earn 88 cents—indicating that County policies are helping to close, though not yet eliminate, regional wage gaps (HR&A ACS 5-Year PUMS 2019–2023). This finding highlights an opportunity for continued evaluation of pay-equity practices and advancement pathways within the County workforce.

County Pay and Data Structure

Approximately 90% of County employees are covered by Civil Service Rules, which govern starting pay and pay advancement. These rules apply uniformly to all covered employees, ensuring consistency, transparency, and built-in equity in compensation practices across the organization. Remaining employees are in broadband classifications that allow an appointing authority to advance an employee's pay annually based on merit. Equity increases may also be granted when necessary to ensure internal equity or comply with law.

For the purposes of this report, for the 90% of staff in step classifications covered by bargaining agreements, two individuals serving in the same classification for the same amount of time receive the same base pay with pay increases reflective of the number of years within that position.

Description of Track 2 Data Available

The DHR provided detailed workforce demographic and employment data for County employees, disaggregated by the following attributes:

- Age
- Compensation
- Highest Level of Educational Attainment (Note: Data on educational attainment is verified by the County to validate that educational requirements are met for classifications that employees are applying for. Data in this section may not be an accurate measurement of the County employee population.)
- Employment Level (e.g., executive, management, supervisory, and line staff)
- Gender
- Marital Status (Note: Marital status information is collected exclusively for the purpose of benefits enrollment and administration. It is not gathered as part of the County's standard employee data collection process.)
- Race and Ethnicity

For consistency across departments and comparability with ACS data, this analysis relies only on the most recent year of data (Fiscal Year 2022–2023). Multi-year trends are also included to show changes in employee counts, representation, and pay from Fiscal Year 2020–2025.

Comparative Analysis of County as an Employer

This analysis compares the demographic profile of the County's employee workforce to the overall regional population over age 16. While these comparisons help identify patterns of over- or underrepresentation by gender, race, age, marital status, and education level, they do not account for differences in labor force participation rates, occupational distribution, or qualifications, which may influence workforce composition.

Gender

Based on administrative records that classify employees as “male” or “female,” women make up 60.9% of the County workforce—significantly above their share of the regional population (49.4%). Separately, self-reported gender identity data offers a broader view of how employees describe themselves. In this dataset, 59.0% of employees identify as female, 35.6% identify as male, 3.5% identify as non-binary, and 1.9% prefer not to state their gender identity. Because the gender identity question is voluntary and includes categories beyond the traditional male/female binary—such as non-binary and “prefer not to state”—that are not captured in administrative payroll record, percentages differ slightly from the administrative gender counts, and regionwide benchmarks for non-binary or “prefer not to say” categories are not available for comparison. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Race and Ethnicity

Among female County employees, the largest groups are Hispanic (39.4%) and White (29.0%), followed by Asian (17.3%), Black (7.5%), and women of two or more races (5.3%); all other racial groups each comprise less than 2% of the female workforce. Compared to the region's female population, Hispanic women (39.4% vs. 35.0%), Asian women (17.3% vs. 12.7%), and Black women (7.5% vs. 4.0%) hold larger shares of County positions, while White women hold a smaller share (29.0% vs. 42.6%).

These patterns differ by gender. Black women are overrepresented relative to their share of the regional population (7.5% vs. 4.0%), while Black men are closer to parity (6.0% vs. 4.8%). White employees are underrepresented overall, but the gap is notably larger for women (29.0% vs. 42.6%) than for men (32.2% vs. 44.3%). These differences highlight how race and gender intersect to shape the County workforce. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Age

Age disparities among the County workforce cut across gender. The County workforce skews toward middle-aged women, with 30.4% of female employees aged 35–44 and 25.7% aged 45–54—together representing 56.1% of female employees compared to just 26.2% of the region’s female population. Younger women are less represented, with only 2.3% aged 18–24 and 24.7% aged 25–34, compared to 9.0% and 15.1% of the region’s female population, respectively. Older women are similarly underrepresented, with 2.6% aged 65+ compared to 17.8% regionwide. These differences are consistent with general labor force participation trends, as young adults and seniors are less likely to be in the workforce overall. For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

Marital Status

Marital status is recorded only for employees who request benefits beyond employee-only coverage and is not maintained as a comprehensive workforce attribute. As a result, this variable reflects a non-random subset of employees and should not be interpreted as representative of the County workforce overall. Findings in this section are descriptive and should be interpreted with caution.

Among employees with marital status recorded, female staff are approximately evenly split between single (43.2%) and married (36.9%), broadly similar to regionwide figures (44.0% and 40.0%, respectively). Very small shares of female employees are recorded as widowed (0.1%), divorced (1.0%), or separated (0.1%), compared to higher rates in the regionwide female population. For reference, see Table 6. Population by Gender and Marital Status in the Appendix, which provides a baseline comparison for interpreting these results.

Educational Attainment

Educational attainment is recorded in DHR systems only to verify job-related qualification requirements and does not capture employees’ full educational histories. This creates systematic under-coverage and role-based bias in the data. Accordingly, the figures presented here describe only the subset of employees for whom education data is recorded and should not be interpreted as a complete or representative profile of the workforce’s educational attainment.

Among employees with education data on file, 28.9% of female staff have some college or an associate’s degree, 45.0% have a bachelor’s degree or higher (compared to 16.1% regionwide), and 20.2% have a master’s degree or higher. By comparison, 37.7% of male employees hold some college or an associate’s degree, 43.5% hold a bachelor’s degree or higher, and 13.1% hold a master’s degree or higher. Doctorate degrees are less common among female employees (5.9%) than in the regionwide female population (17.3%); among male employees, 5.6% hold doctorates. For reference, see Table 12. Educational Attainment by Race/Ethnicity, Female Population.

Employment Levels and Representation

Women are well-represented across all employment levels, comprising 58.9% of executives, 65.0% of managers, 65.2% of supervisors, and 59.9% of line staff—consistently above their 49.4% share of the regionwide population. Representation by race within employment levels shows distinct patterns. White women are most concentrated in executive roles (50.9%), with smaller shares in management (34.3%), supervisor (34.0%), and line staff (26.7%) positions, yet remain well-represented relative to their 42.6% share of the regionwide female population. Hispanic women are heavily concentrated in line staff (41.5%) and supervisor (38.9%) roles, with lower representation in executive positions (20.5%). Asian women are most represented in management (24.0%) and line staff (16.8%) roles, with smaller shares in executive (14.7%) and supervisor (14.2%) positions, and are overrepresented compared to their 12.7% regionwide share.

Employment Levels and Representation (continued)

Black women have the lowest representation across all employment levels: 6.4% of executives, 5.7% of managers, 8.4% of supervisors, and 7.7% of line staff, though this still reflects modest overrepresentation compared to their 4.0% share of the regionwide female population. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Pay Equity

Approximately 90% of County employees are covered by Civil Service Rules, which govern starting pay and pay advancement. These rules apply uniformly to all covered employees, ensuring consistency, transparency, and built-in equity in compensation practices across the organization.

Average annual pay for women across all positions is approximately \$91,700, compared to \$103,800 for men, a gap of about \$12,100. This means County-employed women on average make roughly 88 cents for every dollar earned by men.

Pay gaps persist across all employment levels. Among line staff, women earn about \$82,000 compared to \$96,700 for men. Among supervisors, women earn about \$107,600 compared to \$117,100 for men. Among managers, women earn about \$120,100 compared to \$123,400 for men. Among executives, women earn about \$180,000 compared to \$188,800 for men.

These differences may reflect variation in tenure, role type, or promotion pathways, but they nonetheless indicate that women earn less than men across every employment category.

Trends Over Time

Multi-year trend data shows steady growth in the number of female employees—from 11,641 in Fiscal Year 2020–2021 to 13,404 in Fiscal Year 2023–2024—before a slight decline to 13,106 (–2.2%) in Fiscal Year 2024–25. Growth over time was particularly strong for Hispanic women (4,624 in Fiscal Year 2021–2022 to 5,238 in Fiscal Year 2023–2024) and Asian women (2,079 in Fiscal Year 2020–2021 to 2,339 in Fiscal Year 2022–2023), while Black women (1,072 in Fiscal Year 2022–2023 to 986 in Fiscal Year 2024–2025), Native Hawaiian/Pacific Islander women (181 in Fiscal Year 2022–2023 to 146 in Fiscal Year 2024–2025), and American Indian/Alaska Native women (50 in Fiscal Year 2022–2023 to 44 in Fiscal Year 2024–2025) saw sharper declines in the last two years.

Female representation increased across all employment levels from Fiscal Year 2020–2021 through Fiscal Year 2023–2024, with the most significant gains in executive roles (255 to 362, +42.0%) and management roles (1,199 to 1,621, +35.2%). By Fiscal Year 2024–2025, executive roles increased further to 375, while management roles declined slightly to 1,552 (–4.3%), supervisor roles remained stable at 1,222 (+0.2%), and line staff roles decreased to 9,957 (–2.4%).

Average annual compensation for women has steadily risen over the five-year period, from \$71,800 in Fiscal Year 2020–2021 to \$91,700 in Fiscal Year 2024–2025, with the largest single-year increase occurring between Fiscal Year 2021–2022 and Fiscal Year 2022–2023 (+10.9%).

Findings and Potential Opportunities

Women make up a majority of the County workforce (60.9%) and are well represented across all employment levels, including executive, management, and supervisory roles. This exceeds their share of the regional population and reflects a strong presence of women in leadership positions overall. However, representation varies by race and role: Hispanic women are more concentrated in line staff and supervisory positions, Asian women are most represented in management roles, and White women hold the largest share of executive positions. Black women remain under 8% across all levels.

At an aggregate level, a gender pay gap persists across all employment levels, with the largest gap among line staff and smaller gaps at higher levels. It is important to note that these comparisons are not like-for-like within job classifications and reflect differences in role mix, tenure, and occupational distribution across the workforce. Under the County's Civil Service and classification system, employees in the same classification and step receive the same base pay; therefore, observed gaps at this level of aggregation should not be interpreted as evidence of unequal pay for equal work. Rather, they point to differences in who is concentrated in which classifications and levels. Accordingly, a key opportunity for further analysis lies with DHR to continue examining compensation and advancement at a more disaggregated level (e.g., by classification, tenure, and promotion pathways) to better understand how role assignment, career progression, and retention dynamics contribute to aggregate pay differences. This type of internal analysis—rather than population-level comparisons—would be the appropriate way to assess equity within the constraints of the County's classification and pay systems.

In addition, while the overall number of female employees increased steadily over the past several years, the most recent year shows a modest decline, with sharper decreases among Black, Native Hawaiian/Pacific Islander, and American Indian/Alaska Native women. This pattern suggests the importance of monitoring retention and workforce transitions over time to identify whether specific groups face higher attrition or barriers to continued advancement.

Finally, County benefits are offered uniformly to all permanent staff, and available data do not indicate differential access by gender. As such, benefits equity is not assessed here. However, DHR may wish to continue reviewing workforce data internally to ensure that recruitment, retention, advancement, and compensation systems operate equitably across gender and race/ethnicity, using more detailed administrative data than is appropriate to include in this analysis.

Department of Purchasing and Contracting

Department Mission Analysis

The Department of Purchasing and Contracting (DPC) serves as the hub for County procurement operations. It manages the acquisition of goods, services, and construction, facilitates County contracts, and ensures compliance with procurement policies—including sustainability, equity, and supplier diversity initiatives. The department offers training and outreach through workshops and materials (e.g., “Doing Business with the County,” virtual Lunch and Learn series, and guidance on writing proposals and navigating procurement systems).

Additionally, the department supports local and small businesses through supplier diversity efforts, such as policies that encourage equitable access in food sourcing and public works contracting, and by partnering with local business support organizations to strengthen outreach and capacity.

CEDAW Alignment

The County’s CEDAW ordinance emphasizes advancing gender equity across all County roles, including as a contracting entity. DPC’s responsibilities directly intersect with the ordinance’s Economic Development principle, which calls for promoting equal access to employment, public benefits, and contracting opportunities, particularly for women-owned, minority-owned, and small businesses. By managing procurement processes and vendor engagement, the department plays a central role in shaping equal and transparent access to County contracting opportunities.

National research finds that women-owned and minority-owned businesses face systemic barriers in access to public contracting, including bonding, capital, and caregiving constraints (MBDA, 2021). As noted in Section 3, women across the region earn approximately 76 cents for every dollar earned by men. As a suggestion, future analysis of County supplier diversity data could help diagnose whether gendered wage and ownership disparities exist within the County’s contracting ecosystem.

Supplier diversity initiatives, customized outreach, and trainings for potential vendors align with CEDAW’s call to remove barriers to procurement participation faced by historically underrepresented groups. The department’s position in managing County contracts offers an important lever to operationalize gender equity by embedding inclusive procurement practices and tracking participation data by business ownership.

Description of Track 2 Data Available

The DPC submitted a demographic dataset covering vendors with whom the County had financial transactions between Fiscal Year 2022—2023. The dataset includes self-reported demographic information disaggregated by gender and race for a subset of vendors and is intended to support emerging efforts to understand participation in County procurement.

However, the dataset has significant limitations for this analysis. As noted by DPC staff, the system that collects vendor demographic information was not launched until November 2023—after the fiscal year covered by this dataset—and completion of demographic fields is optional for vendors. As a result, a large share of vendors did not provide demographic information, and the available data represent only those departments who reported this information rather than the full vendor pool. In addition, some organizations appear multiple times due to franchise structures or multiple business addresses. Given these constraints, this dataset should not be used for formal analysis or to draw conclusions about the demographic composition of County contractors. Instead, it reflects an early-stage data collection effort and highlights the importance of consistently capturing demographic information, including gender, where appropriate.

Description of Track 2 Data Available (continued)

In addition to the vendor dataset, the department submitted a narrative describing procurement and outreach initiatives undertaken between 2019 and 2024 to advance inclusive contracting practices. These include examples of gender-sensitive Requests for Proposals (RFPs), such as the 2022–2023 culturally responsive doula services project and the social equity entrepreneur program for cannabis services, which incorporated criteria related to cultural responsiveness, lived experience, and demonstrated service in marginalized communities.

The narrative also documents contracting and workforce development strategies, including participation goals for local, small, and disadvantaged businesses applied to major capital projects such as the Ramona Community Resource Center, Casa de Oro Library, and Southeastern Live Well Center (SELWC). The SELWC project plan included outreach to small and local contractor organizations with reported outcomes related to local participation and workforce diversity.

Additional efforts described include free procurement technical assistance workshops for local small businesses, the addition of demographic tracking features to the County's BuyNet procurement portal, and networking events designed to connect entrepreneurs with County departments and prime contractors. These materials are used to describe policies, practices, and implementation approaches, not to assess program performance or impacts.

Description of County as a Community and Business Partner

The DPC has incorporated equity-oriented practices into its procurement and vendor engagement processes, with several initiatives aligning with the County's gender equity and inclusive economic development goals. Its use of targeted RFPs—such as the culturally responsive doula services pilot and the social equity entrepreneur program for cannabis services—demonstrates an approach that goes beyond traditional technical and cost criteria to include considerations of cultural responsiveness, lived experience, and service to historically underserved communities.

DPC has also applied inclusive contracting and workforce development strategies, including participation goals for local, small, and disadvantaged businesses, to major capital projects. The SELWC procurement is a notable example, as its plan included outreach to small and local contractor organizations, with reported results related to local participation and workforce diversity.

In parallel, the department has invested in capacity-building and engagement tools to broaden access to County contracting opportunities. These include free procurement workshops and one-on-one technical assistance for local small businesses, nonprofits, and community-based organizations, as well as enhancements to the BuyNet procurement portal to support voluntary demographic tracking of vendors, including LGBTQIA+ owned firms. Networking efforts, such as the "Connecting with the County" series, further aim to reduce informational and relational barriers between small or diverse businesses and County departments and prime contractors.

In 2025, the County updated its contracting policies and procedures to improve engagement with local small businesses and streamline contracting processes. The County spends over \$2 billion annually on goods and services and has established a goal of directing at least 25% of that spending to small local businesses. These policy changes are intended to reduce procedural barriers and support access for a wide range of local firms. At the same time, the County has begun enhancing its demographic data collection infrastructure to better understand who is engaging with County procurement over time, supporting more informed and equitable outreach strategies in the future.

Findings and Potential Opportunities

DPC has demonstrated a clear commitment to integrating equity considerations into procurement through targeted RFPs, inclusive contracting requirements, and proactive outreach to diverse business communities. Its work on projects like the Southeastern Live Well Center shows how intentional procurement design can produce measurable results in local participation and engagement with small and local businesses. The recent addition of demographic tracking to BuyNet also represents an important infrastructure step toward monitoring vendor diversity.

The Fiscal Year 2022–2023 vendor demographic dataset should be understood as an early, incomplete snapshot rather than a reliable baseline. Because demographic data collection was optional and not yet fully implemented during the period covered, and because vendors may appear multiple times in the system, the dataset cannot support robust conclusions about the demographic composition of County contractors. In addition, within DPC’s practice, “participation” refers to vendors responding to a solicitation, not necessarily contract awards or share of County spending—an important distinction when interpreting any descriptive statistics derived from these records.

Looking ahead, there is an opportunity to continue building on recent improvements to data systems and procurement processes to further strengthen the information available on vendor participation over time. Enhanced reporting could support a better understanding of participation patterns and help identify where outreach, technical assistance, or process improvements may further expand access for local businesses, consistent with legal requirements and the County’s equity objectives.

Registrar of Voters

Department Mission Analysis

The Registrar of Voters is responsible for providing equitable access for every eligible resident to participate in the democratic process, while safeguarding the integrity of every election. The department administers voter registration and voting processes in accordance with federal, state, and local law; maintains voter registration records; and offers multiple voting options, including vote-by-mail, official mail ballot drop boxes, in-person vote centers open over multiple days, conditional voter registration, provisional voting, and accessible voting accommodations. The Registrar also facilitates language access through bilingual assistance and translated voting materials and supports civic participation through activities such as poll worker recruitment and public education tools, including workshops and toolkits.

As a steward of election integrity, the department oversees election administration plans, security protocols, voter education, and transparency efforts, including the timely release of election results and process updates. The Registrar also supports community participation through advisory committees focused on language access and accessibility, helping ensure that voter materials and services are accessible to residents across San Diego County's diverse communities.

CEDAW Alignment

The Registrar of Voters' mission aligns closely with CEDAW's principles related to political and civic participation, which emphasize reducing barriers to participation and expanding inclusive access to democratic processes. By providing multilingual voter materials, accessible voting options for individuals with disabilities, and outreach to historically underrepresented communities, the department helps address structural and practical barriers that can limit participation. Through voter education campaigns, advisory committees, and partnerships with community organizations, the Registrar plays a central role in supporting inclusive civic engagement. These efforts contribute to ensuring that residents have meaningful opportunities to participate in elections and to engage with County decision-making processes that affect their lives.

Description of Track 2 Data Available

The primary limitation of the Registrar of Voters' dataset for this analysis is the absence of a gender variable. Because the data are reported by age group and ZIP Code only, they cannot be disaggregated by gender and cannot be used to assess gender-based differences in voter registration or participation. As a result, no gender equity analysis of the underlying data is possible within the scope of this baseline study.

A secondary methodological note: when comparing ZIP Code-level voter registration totals to ACS estimates of the voting-age population (18+), some areas show registration rates exceeding 100%. These discrepancies reflect differences in data structure rather than errors in County records, and are attributable to the following factors:

- **Administrative Records vs. Survey Estimates:** Voter registration data are administrative counts updated continuously, while ACS data are multi-year survey estimates with margins of error, particularly at small geographies.
- **Timing Differences:** ACS figures reflect a five-year pooled period (2019–2023), whereas voter registration data represent a point-in-time snapshot that can change daily as voters move, update records, or are added or removed from the rolls.
- **Population Mobility and File Maintenance:** The voter file is dynamic and requires ongoing maintenance based on information from official sources and from voters themselves, which can lead to short-term mismatches with survey-based population estimates even when geographies are aligned.

Together, these factors mean the dataset cannot support a reliable gender-disaggregated analysis. This does not reflect a limitation of the Registrar of Voters' records but rather the absence of demographic fields necessary for the type of intersectional analysis conducted in this report.

Description of County as a Community and Business Partner

In addition to quantitative data, the Registrar of Voters provided narrative information about its Outreach and Education program, which offers important context for how the department engages communities and works to reduce barriers to civic participation. The program tracks engagement with federally, state, and County covered language communities; tribal communities; the diversability community; the Black community; high school and college communities; the unsheltered community; veterans; seniors; and the LGBTQIA+ community.

While events specifically focused on women are not tracked as a separate category, the department reported recent participation in multiple community engagement events over the past year, including events hosted by Women of Color Roar and meetings with the League of Women Voters. These activities indicate active engagement with organizations and communities that include and represent women, even where gender is not a formal reporting category within current outreach tracking systems.

Taken together, this outreach framework reflects a broad, community-centered approach to civic engagement that emphasizes language access, accessibility, and inclusion of historically underrepresented groups. Although the available data do not allow for a gender-disaggregated analysis of participation outcomes, the program structure and recent activities demonstrate an institutional commitment to expanding access to the democratic process across diverse populations.

Findings and Opportunities

Because the Registrar of Voters' dataset does not include a gender variable and therefore cannot be disaggregated by gender, this section does not assess gender-based participation patterns. Instead, findings are limited to identifying data gaps and documenting current outreach and engagement practices.

Looking ahead, and subject to state and federal laws and regulations governing election administration and voter data which may limit the collection or public reporting of certain demographic fields, future exploration of disaggregated participation metrics could strengthen the County's ability to understand and advance civic engagement goals. Where feasible, disaggregation by gender, race/ethnicity, and age—paired with geographic information such as ZIP Code or precinct—could provide additional insight into participation patterns and help inform targeted outreach strategies. Additional contextual data, such as registration method, language preference, or use of accessibility accommodations, could further support CEDAW's goals of reducing barriers and ensuring equitable access to civic life.

As noted, due to their administrative scope, data privacy constraints, and/or statutory roles, some departments in this group were exempt from providing data. Several of these departments elected to submit narrative descriptions of CEDAW-related work, which are included here.

Department of General Services

Overview

The Department of General Services (DGS) provides planning, design, construction, operations, stewardship, and maintenance services for County-owned and County-leased facilities. With responsibility for the physical environments where residents and employees interact with County government daily, DGS plays a foundational role in shaping the accessibility, safety, and inclusivity of public space across the region. The department's work spans facility management, capital project oversight, energy and sustainability initiatives, and ADA compliance—functions that, while operational in nature, directly shape who can access County services and under what conditions.

CEDAW Alignment

DGS's mission intersects with CEDAW local principles most directly through its role in shaping equitable access to public facilities and inclusive conditions for the County workforce. As the department responsible for designing and maintaining the physical infrastructure of County operations, DGS has a significant and often underrecognized opportunity to operationalize gender equity through decisions about space, safety, accessibility, and design standards.

The department's facility work touches on several CEDAW local principles. Its ADA compliance functions and accessible design standards advance the ordinance's goals of removing barriers for people with disabilities, including women with disabilities who may face compounded barriers to accessing County services. Energy efficiency and sustainability investments in County buildings affect operational equity across facilities that serve diverse communities. With staff mainly comprised of maintenance, construction, and operations staff—workforces that tend to be male-dominated—DGS also has a role in the County's broader workforce equity goals related to inclusive hiring, retention, and inclusive workplace conditions.

As an illustrative example of how DGS is translating these principles into practice, the department provided detailed documentation of its Universal Restroom Design Implementation Project—an initiative that addresses gendered access to restroom facilities across the County's facility portfolio. The project applies an equity lens to restroom design by centering the needs of transgender and nonbinary individuals, caregivers, people with disabilities, and maintenance workers of all genders. Its core design principles—equity, workforce empowerment, and public welcome—map directly onto CEDAW's emphasis on eliminating structural discrimination and ensuring that public services are accessible regardless of gender identity or expression.

Description of Data Available

DGS does not collect quantitative client or employee demographic data that could be referenced as part of this analysis. The information presented here is drawn from a voluntary departmental narrative and program documentation focused on a current facility initiative. Because no demographic dataset was provided, this section does not include comparative or statistical analysis by gender, race, or other intersectional characteristics. Findings are descriptive and based on program design, implementation activities, and department-provided materials. DGS submitted program documentation for the Universal Restroom initiative, which includes quantitative facility baseline data (1,700 restrooms Countywide; 782 single-user restrooms), design recommendations, three implementation pathways with associated timelines and fiscal considerations, regulatory compliance analysis, and workgroup and stakeholder engagement summaries. While this data offers a useful view into one equity-focused initiative, it does not represent a comprehensive picture of DGS's full portfolio of facility, workforce, or operational equity activities.

Description of County as a Community and Business Partner

DGS's role as a community partner is primarily realized through the design and maintenance of physical spaces that serve the public—a function that shapes residents' experience of County government in tangible, daily ways. The department's interdepartmental approach to the Universal Restroom project offers a model for how operational departments can advance equity through internal collaboration: DGS convened staff from County Communications, Labor Relations, Security, and Janitorial Services to align on design, safety, and operational implementation. This cross-functional approach reflects an understanding that equitable facility design requires perspectives from across the organization, not just from engineers or project managers.

More broadly, DGS's decisions about facility standards, capital investment, and design requirements affect which communities can comfortably and safely access County spaces—a function that has particular relevance for women, families, older adults, and people with disabilities who rely on County buildings for services and employment.

Findings and Potential Opportunities

DGS's voluntary submission demonstrates an awareness of how facility management can serve as a lever for gender equity—a connection that is not always made explicit in operational departments. The Universal Restroom initiative shows that DGS is capable of applying an equity framework to its core work and building internal processes to advance that work systematically.

At the same time, the submission reflects a relatively early stage in DGS's engagement with CEDAW principles. The department's equity efforts currently center on a single initiative, and broader questions—such as whether the County's facility portfolio equitably serves communities across geographic and income lines, how DGS's workforce practices affect gender equity outcomes for maintenance and construction staff, or how capital investment decisions are made with equity in mind—remain areas for future exploration.

Looking ahead, opportunities include expanding the equity lens beyond the Universal Restroom project to other initiatives, and/or developing demographic data on DGS's workforce and the communities served by its facilities to inform future analysis.

Office of Economic Development and Government Affairs

Overview

The Office of Economic Development and Government Affairs (EDGA) leads efforts to strengthen San Diego County communities through legislative advocacy, economic development, and community enhancement. It oversees the Board of Supervisors' Legislative Program and advocacy on state and federal issues and leads the County's Binational Affairs strategy. EDGA works to implement the County's economic development strategy and increase opportunities for small and local businesses to work with the County. The office supports regional arts and culture initiatives and administers County grants.

CEDAW Alignment

Although exempt from the reporting requirements for this analysis, EDGA provided a narrative describing activities that align with the County's CEDAW principles. EDGA's mission aligns closely with the CEDAW ordinance's emphasis on advancing equitable economic opportunities, strengthening civic engagement, and ensuring inclusive access to public resources.

EDGA's economic development functions—including small business support, regional partnerships, and industry development—relate directly to the ordinance's economic development principle by helping remove barriers for small, local, and other disadvantaged businesses.

Through its leadership in developing the County's Legislative Program and Comprehensive Economic Development Strategy (CEDS), EDGA integrates an intersectional gender lens into advocacy efforts at the state and federal level and efforts to ensure that economic growth strategies address the needs of women and other historically underrepresented groups. By leveraging its position as both a policy leader and a convener, EDGA helps advance CEDAW's broader goals of equitable participation in the economy, governance, and civic life.

Description of Data Available

EDGA submitted a narrative data submission since quantitative demographic data was not available due to EDGA being established in July 2022, which is towards the end of the report's data scope. The information presented in this section is drawn from legislative documentation, program narratives, and policy records spanning Fiscal Years 2022–2025. Since quantitative demographic data was not available, findings are therefore descriptive and qualitative.

The narrative summarizes legislative actions, policy guidelines, and program priorities from Fiscal Years 2022–2025, including County-supported state and federal bills, Legislative Program updates, and priority issues addressing reproductive healthcare access, maternal and child health, early care and education, domestic violence prevention, labor and wage protections, and anti-discrimination measures. It is important to note that EDGA was established in July 2022—within the latter part of this report's data scope—and its submissions and activities therefore reflect a more limited timeframe than departments with longer operational histories.

Description of County as a Community and Business Partner

Over the past five years, EDGA's Legislative Program has demonstrated a sustained commitment to advancing gender equity through state and federal advocacy. Over the past several years, the Legislative Program has expanded to specifically include reproductive and maternal health priorities, early care and education, labor and economic protections, and a broader equity and justice framework. Reproductive Healthcare has been a consistent focus, with legislation supported to protect abortion access, safeguard reproductive health data, expand access to medications, and address structural inequities in perinatal care.

Early Care and Education emerged as a priority issue in 2022, with advocacy for expanded childcare subsidies, reduced family costs, and improved access to early learning opportunities for children from birth to age five.

Labor and economic equity priorities have included support for measures to raise wages, protect the rights of women, immigrant, and LGBTQIA+ workers, and create opportunities for small, local businesses, such as through the expansion of Microenterprise Home Kitchen Operations. The addition of an Equity and Justice priority issue in 2021 reflects a further broadening of scope, committing to dismantling systemic barriers across healthcare, education, housing, criminal justice, and economic development. Support for legislation like State Senate Bill 989 (Ashby) in 2024, which related to domestic violence death investigations, underscores the department's recognition of gender-based violence as a key equity issue. Collectively, this multi-year trajectory reflects an intentional and evolving approach to embedding gender equity considerations into the County's legislative agenda, aligning with multiple CEDAW policy areas.

Findings and Potential Opportunities

EDGA's Legislative Program reflects a sustained and expanding commitment to gender equity. Its advocacy has consistently supported reproductive and maternal health, childcare access, labor protections, and anti-discrimination measures. The addition of an Equity and Justice priority issue further demonstrates an intentional effort to embed gender considerations across multiple policy domains, rather than treating them as siloed issues. As a next step, the County may consider building on this approach by continuing to strengthen inclusive outreach, stakeholder engagement, and policy development practices to ensure that legislative priorities and economic development reflects a broad range of community experiences and needs.

Office of Equity and Racial Justice

Overview

The Office of Equity and Racial Justice (OERJ) was established in 2020 to strengthen the County's commitment to racial equity, with the intent that race no longer be a determining factor in a person's life outcomes. Its work focuses on addressing systemic inequities across intersecting identities, including ethnicity, gender, age, and ability, so all residents have the opportunity to thrive. OERJ partners with the community to co-create transformative, enduring, structural, and systemic change within County government. By bridging community voices with County departments, the office helps design and advance bold, equity-centered policies and practices. It also champions belonging and advocates for individuals and communities impacted by structural racism and exclusion.

CEDAW Alignment

Although exempt from the reporting requirements for this analysis, OERJ provided information on initiatives that align with local CEDAW principles, including promoting equitable economic opportunities, improving access to resources, addressing harms within the criminal legal system, preventing and responding to gender-based violence and harassment, and strengthening civic engagement.

Description of Data Available

OERJ does not collect detailed demographic data on participants or programs. As a result, this section does not present a demographic analysis of who is served. Instead, it highlights key initiatives and assesses their contributions through a gender equity lens.

These include:

- **Justice, Equity, Diversity, and Inclusion (JEDI) Teams** - OERJ leads the operationalization of equity and racial justice into departments' everyday work and daily operations through the Justice, Equity, Diversity, and Inclusion (JEDI) Teams. Through the JEDI Teams, OERJ provides tools to help departments assess equity impacts to different decision making, including Board actions (Equity Impact Statements), budgetary considerations (Budget Equity Tool), and procurement practices (Equity in Contracting Considerations Checklist). All tools are developed with the lens of inequities across all intersecting identities and align with the local CEDAW principles of promoting equitable economic opportunities, ensuring access to resources and strengthening civic engagement.
- **Gender Identity and Expression Workgroup** - OERJ brought together this workgroup to advance inclusion for transgender, nonbinary, and gender-diverse employees and residents. Formed in response to equity and belonging listening sessions, the group informs improvements to County policies, workplace practices, and organizational culture.

In collaboration with community partners such as TransFamily Support Services, the workgroup incorporates lived experience into policy development. This initiative supports multiple CEDAW principles, particularly economic development and gender-based violence and harassment, by ensuring equitable access to employment and services, preventing discrimination, and fostering safe and inclusive environments for transgender, nonbinary and gender-diverse employees and residents.

- **Equity Impact Grant Program (EIGP)** - Launched in Fiscal Year 2022–2023 in partnership with the Nonprofit Institute at the University of San Diego, the EIGP provides \$100,000 grants and capacity-building support to 20 small nonprofits, including organizations that are BIPOC-, women-, and LGBTQIA+-led. Eligibility requirements explicitly include criteria aligned with a gender equity lens, focused on improving outcomes for BIPOC and LGBTQIA+ communities, immigrants, people with disabilities, women, and youth. While most directly aligned with the local CEDAW principle of economic development, the EIGP supports all local CEDAW principles by advancing diverse community-driven efforts and strengthening community-based organizations working in social and racial justice across the areas of education, civic engagement and movement building, arts, media and culture, housing, community development, public safety and restorative justice, health and healing, financial literacy and economic development, and food systems and environmental justice.
- **Implementation of the Local CEDAW Ordinance** - OERJ leads the implementation of the County's local CEDAW ordinance, including coordination of the intersectional baseline gender equity analysis. This work establishes a framework for integrating gender equity into County policies, programs, and decision-making processes.
- **Regional Equity Indicators Report (EIR)** - Published in February 2024 after extensive community engagement, the report includes 33 quality-of-life indicators across ten themes. Over half of the indicators include population-level data on sex or gender, providing critical data to inform regional gender equity efforts. The report serves as a key tool for advancing equity initiatives and informing decisions that promote fair and inclusive outcomes across the region.

Description of County as a Community and Business Partner

OERJ serves as a central convener and community partner advancing equity through shared learning and collaboration. In addition to key initiatives, OERJ partners with the San Diego County Commission on the Status of Women and Girls to implement the local CEDAW Ordinance and advance gender equity.

In April 2025, OERJ co-hosted the “Threads of Change” Equity Summit in partnership with the University of San Diego Nonprofit Institute, RISE San Diego, and the City of San Diego Race and Equity Department. The summit created a platform for meaningful conversations focused on creating just and caring communities in San Diego County, moving towards collective action and well-being for all.

Findings and Potential Opportunities

Opportunities exist to further strengthen the integration of gender equity across OERJ initiatives. This includes expanding a gender equity focus within the Social Equity Entrepreneur Program and increasing attention to experiences of boys and young men of color within an intersectional framework.

Additionally, there is potential to deepen gender-responsive approaches within County collaborations such as the Alternatives to Incarceration (ATI) and Economic Prosperity through Innovative Contracting (EPIC).

As OERJ advances Equity Action Plans and the CEDAW Intersectional Gender Equity Action Plans, there is an opportunity to align departmental goals with a comprehensive, long-term gender equity strategy, ensuring sustained impact across County systems.



4.2 Health and Human Services Agency Group

Source: County of San Diego

4.2 Health and Human Services Agency Group

The Health and Human Services Agency Group (HHSAG) has the following service departments:

Departments that provided data:

- Aging and Independence Services
- Behavioral Health Services
- Child and Family Well-Being
- Housing and Community Development Services
- Public Health and Medical Care Services
- Self-Sufficiency Services

Departments that were exempt from providing data:

- Group Executive Office (administrative)
- Support Departments:
 - Agency Contract Support
 - Agency Human Resources
 - Business Assurance and Compliance
 - Department of Strategy and Community Engagement
 - Engagement
 - Financial and Support Services
 - Information Technology Services

The HHSAG includes the County's primary health, housing, behavioral health, public health, and social service departments. These departments provide direct services to residents across the life course, including healthcare, behavioral health treatment, income supports, housing assistance, aging services, child and family services, and workforce-related supports.

Because HHSAG departments serve populations defined by need, eligibility, and life circumstance, their client populations differ substantially from the regionwide population. As a result, demographic patterns observed in HHSAG data reflect both underlying community needs and the design of public programs, rather than general population distributions. Differences by gender, age, disability, family status, or income are therefore expected in many HHSAG service areas.

This analysis does not evaluate program effectiveness or determine whether service use reflects appropriate or inappropriate access. Instead, it provides a baseline, descriptive view of who is represented in available program data, how those patterns compare with regionwide benchmarks, and where gaps in data availability limit interpretation. Observed differences should be understood as indicators of where needs, eligibility, and service systems intersect with demographic patterns, not as evidence of causation or performance.

From a CEDAW perspective, HHSAG departments are central to Articles addressing healthcare access, social protection, housing security, employment supports, family well-being, and care responsibilities. Their programs operate at the front line of gender equity in practice, particularly in areas related to caregiving, economic security, health access, and protection from poverty and instability.

Some support and administrative units within HHSAG are exempt from providing demographic data because they do not directly serve clients or collect individual-level service data. Where available, program data are presented to illustrate baseline patterns and to highlight potential opportunities for improved data consistency, disaggregation, and equity-focused analysis over time.

Differences in the demographic composition of clients across service areas reflect patterns of access, referral, eligibility, need as well as other factors—not inherent characteristics of any one group such as racial, ethnic, or gender groups. Multiple structural factors shape who accesses publicly funded services, including but not limited to income, geographic proximity to providers, language access, historical patterns of community disinvestment, and the availability of alternative private-sector options. Overrepresentation of a particular group in a service area should not be read as suggesting that members of that group are more likely to experience the underlying condition (e.g., behavioral health needs, child welfare involvement, or housing instability) because of their race, ethnicity, gender, or other identities. Rather, these data describe who is currently served through County programs and offer a starting point for identifying where access, outreach, service design, or other aspects of service provision may need further attention.

Aging and Independence Services

Department Mission Analysis

Aging and Independence Services (AIS) is the federally-designated regional Area Agency on Aging and primary resource on matters concerning older adults and persons with disabilities. AIS plays a vital role in serving nearly 710,000 residents across the region aged 60 and older, a population that is projected to grow to more than 824,500 by 2029. AIS provides assistance, information, referral, and support to older adults, persons with disabilities, and their families to help them remain safe and independent at home for as long as possible.

AIS services include, but are not limited to the following:

- **Adult Protective Services (APS):** Investigates allegations of abuse and neglect of older and dependent adults and provides connections to resources that may assist them.
- **Community Engagement:** Collaborates with the community and a network of more than 9,000 stakeholders to increase engagement opportunities and connections to the community for older adults through home visits, educational events—both virtual and in-person, and 10 community committees that work on goals focused on health, fall prevention, caregiver support, housing, transportation, social participation, and dementia.
- **Health and Social Services for Older Adults:** Improves the nutritional and social health of older adults in need by providing approximately 1.5 million meals and health promotion and prevention programs, such as assisted transportation, care coordination, and caregiver support.
- **In-Home Supportive Services (IHSS):** Provides access to home-based and caregiver services for over 47,000 adults and children.
- **Public Administrator and Public Guardian (PA/PG):** Receives over 1,600 referrals to serve the most vulnerable older and dependent adults. The Public Administrator is appointed by the San Diego Probate Court as a personal representative to protect the estates of individuals who pass away without a will or an appropriate person to function as an administrator. The Public Administrator also provides final disposition arrangements for indigent decedents who pass away in the County. The Public Guardian acts as the appointed legal guardian of older and dependent adults whom the San Diego Superior Court has determined lack the capacity to care for themselves and/or manage their finances due to a major illness or injury.

CEDAW Alignment

AIS's mission and programs align closely with CEDAW principles related to access to healthcare, housing stability, and public services. Through programs such as APS, IHSS, caregiver support, care coordination, nutrition services, and Long-Term Care Ombudsman advocacy, AIS plays a central role in supporting older adults and people with disabilities who face elevated risks related to fixed incomes, disability prevalence, and caregiving dependence. These services are particularly relevant given that women make up a larger share of older age cohorts due to longer life expectancy and are more likely to experience lower incomes, disability, and widowhood in later life (HR&A analysis of ACS 5-Year PUMS 2019–2023; Federal Interagency Forum on Aging-Related Statistics, 2020). In this context, AIS contributes to gender equity by ensuring that service systems are accessible and responsive to the economic and health-related conditions that disproportionately affect older women.

Description of Track 2 Data Available

AIS provided client data for Fiscal Year 2020–2023 across seven service areas. In addition to the programs described above, the dataset includes Linkages, Multipurpose Senior Services Program (MSSP), Senior Options Advocacy and Referrals (SOAR), and Veteran Services—specialized programs that serve subsets of the AIS client population with targeted care management and benefits support.

- **AIS Overall:** Indicates whether an individual received services from any AIS program; includes APS, IHSS, MSSP, SOAR, Linkages, or Veteran services.
- **Adult Protective Services (APS):** Investigates and responds to reports of potential elder and dependent adult abuse or neglect.
- **In-Home Supportive Services (IHSS):** Provides home-based personal care assistance to eligible individuals.
- **Linkages:** Works with the client to find and coordinate services in the home, develop care plans, and **prevent hospitalization or long-term, out-of-home** placement.
- **Multipurpose Senior Services Program (MSSP):** A care management service for older adults aged 60 and older who are eligible for Medi-Cal and at risk of institutionalization.
- **Senior Options Advocacy and Referrals (SOAR):** A care management program that serves frail and disabled adults aged 60 and older, who are at risk of nursing home placement and ineligible for other care management and in-home-care service programs.
- **Veteran Services:** Assists veterans, their dependents, and survivors in obtaining federal, state, and local benefits, including VA compensation and pensions, healthcare, education, vocational rehabilitation, burial benefits, and other support services. Importantly, as of the writing of this report, the office of military and veteran affairs is now housed in the Self Sufficiency Services (SSS) Department.

For each service area, client counts were disaggregated by gender and, where available, by additional demographic attributes consistent with the categories outlined in the CEDAW ordinance. These attributes included:

- age group
- disability status
- primary language spoken
- race and ethnicity
- region of origin

For consistency across departments and comparability with ACS data, this analysis relies only on the most recent year of data (Fiscal Year 2022–2023).

Comparative Analysis of County as a Service Provider

This analysis compares the demographic profile of AIS clients with that of the region's senior population ages 65 and older, which serves as the closest available proxy for the population potentially in need of AIS services. While AIS serves adults beginning at age 60, ACS benchmark data are not collected for that exact age threshold. As a result, regionwide seniors ages 65+ are used for comparison, and differences should be interpreted with this limitation in mind.

Rather than conducting a direct comparison of service need—which is influenced by eligibility requirements, referral pathways, and program design—this analysis focuses on broad demographic alignment between the populations served and the broader senior community. In other words, observed differences may reflect demographic disparities in service access and the structural parameters of who is eligible or likely to seek services. These comparisons are intended to illuminate general patterns, not assess program performance.

Age

Age is an important intersectional lens for gender equity. In the San Diego County Census, women outnumber men in older age groups—comprising 9.8% of the population ages 65–74 compared to 8.8% for men, and 8.0% of the population aged 75+ compared to 5.8% for men. This demographic reality underscores the need for a higher volume of services to address the larger population, considering also the specific challenges facing older women, including higher poverty rates, greater likelihood of living alone, increased caregiving responsibilities, and heightened risk of abuse or neglect (HR&A analysis of ACS 5-Year PUMS 2019–2023; Federal Interagency Forum on Aging-Related Statistics, 2020).

Consistent with the broader regionwide analysis, older women face heightened economic vulnerability. Among residents ages 65 and older, median personal income for women is approximately \$25,800, compared to about \$48,900 for men—a gap of roughly \$23,100 (Table 24). This disparity reflects cumulative gender differences over the life course, including wage gaps and caregiving-related interruptions in paid work. These patterns underscore the importance of considering fixed-income constraints, disability prevalence, and caregiving dependence, among other factors, when assessing the role of County aging services.

Gender

Across AIS overall, women make up a majority of clients (57.7%), slightly above their share of the regionwide senior population (54.3%). Men are correspondingly underrepresented (42.3% vs. 45.7% regionwide). This pattern is consistent across most service areas, with particularly high female representation in MSSP (77.3%) and SOAR (79.0%).

Race and Ethnicity

Gender disparities within racial and ethnic groups among AIS clients are relatively small, but the racial and ethnic makeup of AIS female clients differs substantially from the county's senior female population. Latino/Hispanic women make up 30.6% of AIS female clients compared to just 19.5% of the region's senior female population, and Black women comprise 10.6% compared to 3.5% regionwide. Asian or Pacific Islander women account for 14.6% of AIS female clients, closely mirroring their regionwide share of 13.8%. These patterns are evident across many service areas—most notably in IHSS, where Latino/Hispanic women comprise 35.0% of clients, and in MSSP, where they account for 32.1%. Black women are particularly overrepresented in SOAR (19.1%) and Linkages (16.0%). In contrast, White women represent a smaller share of AIS female clients overall (39.0%) compared to their share of the region's senior female population (60.9%), a pattern observed in most programs except Linkages and SOAR. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Language and Origin

Language and origin patterns vary by program but show consistent trends at the department level. These language and origin patterns are consistent across men and women. English-speaking women form the majority of clients (66.2%), similar to the regionwide senior level (68.1%). Spanish-speaking women are overrepresented (18.8% vs. 15.8%), as are Arabic-speaking women (6.1% vs. 0.8%), with IHSS showing particularly high engagement of Arabic speakers (8.0%). For reference, see Table 9. Language Spoken at Home by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Region of origin data show some variation compared to regional benchmarks, but because the two data sources use different definitions and collection methods, these comparisons should be read as directional patterns rather than exact measures. Lower representation may reflect differences in eligibility pathways, program fit, referral patterns, outreach channels, language access, or administrative capture, rather than differences in need alone. For reference, see Table 8. Region of Origin by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Disability Status

Disability patterns among AIS clients cut across gender. Women with disabilities make up half of AIS's female clients (50.9%), compared to 32.7% of the region's senior female population. This overrepresentation is consistent across programs and is especially high in SOAR (72.9%), Linkages (64.0%), and IHSS (51.8%). These figures underscore AIS's critical role in serving disabled populations and the importance of integrating disability accommodations into all services.

Findings and Potential Opportunities

AIS serves a population that is, by design, more likely to include individuals with disabilities and higher support needs, and its client profile reflects this role. Higher representation among Latino/Hispanic and Black women, as well as among Spanish- and Arabic-speaking clients, is consistent with several programs serving populations that face elevated economic and health-related risks in later life; however, additional program-level and community-level data would be needed to distinguish utilization patterns from underlying need or access barriers. These patterns provide a descriptive baseline that can inform future efforts to assess and strengthen culturally and linguistically responsive service delivery.

At the same time, lower service levels among White women and certain language groups may reflect differences in eligibility, referral pathways, awareness, program fit, or other access barriers; continued monitoring and engagement can help ensure that any access barriers or unmet needs are identified.

The high proportion of clients with disabilities—particularly in SOAR, Linkages, and IHSS—also reinforces the importance of embedding gender- and disability-responsive practices across all programs. Together, these findings indicate that AIS plays a vital role in advancing gender equity for older women across the region while highlighting areas where additional, program-specific analysis could further inform how different communities interact with AIS services.

Consistent with the County's role as a safety-net and provider of last resort in many of these service areas, these findings should be understood as a descriptive baseline of who is currently reflected in available administrative data, and as a starting point for more targeted, program-specific equity analyses rather than as an assessment of adequacy or effectiveness.

Behavioral Health Services

Department Mission Analysis

Behavioral Health Services (BHS) advances the HHS mission by providing essential mental health and substance use services to Medi-Cal eligible individuals of all ages, including those experiencing justice involvement and/or homelessness. BHS remains committed to the vision of transforming the system from one driven by crisis to one rooted in chronic and continuous care and prevention. This is achieved through the regional distribution and coordination of services, and integration with primary healthcare, to keep people connected, stable, and healthy.

BHS continued efforts to accelerate the transformation of the Behavioral Health Continuum of Care (COC) by enhancing, expanding, and innovating the array of behavioral health services available through collaboration with justice partners, hospitals, community health centers, community-based providers, and residents. This includes establishing regionally distributed services and infrastructure to ensure individuals have access to the appropriate level of behavioral health care that meets their unique needs long-term. The COC is guided by data, focused on equity, and designed to increase collaboration within and outside government. The broad aim of the COC strategy applies to all ages to ensure that integrated and preventative services are the key to improved outcomes over time and should be tailored in ways that reduce health disparities.

BHS provides an array of services in the following areas:

- **Community Assistance, Recovery and Empowerment (CARE) Act:** provide outreach and engagement, clinical evaluation, service coordination, and behavioral health treatment services, which may include treatment, housing, medication, and other social supports for individuals with serious mental illness who meet eligibility criteria and have a court-ordered CARE plan under Senate Bill 1338.
- **Crisis Services:** Offers immediate response for individuals experiencing psychiatric or substance use emergencies, including mobile crisis teams, crisis stabilization units, and the Access and Crisis Line.
- **Hospital-Like Services:** Provides short-term, intensive psychiatric care in structured inpatient or inpatient-equivalent settings for individuals who require a higher level of stabilization than outpatient or crisis services can provide.
- **Involuntary Behavioral Health Treatment:** Senate Bill 43 updates the Lanterman-Petris-Short (LPS) Act, which has long governed involuntary behavioral health detention and conservatorship in California. The bill expands the definition of 'gravely disabled'—the standard that must be met for involuntary holds and conservatorship—to include severe substance use disorder as a standalone qualifying condition, alongside the existing mental health disorder criteria. Prior to SB 43, someone could only be involuntarily detained under the LPS Act due to a mental health disorder; the bill now also covers severe substance use disorder and co-occurring conditions. BHS established a multi-sectoral implementation planning process that included key parties and agencies impacted.
- **Office of the Public Conservator:** investigates over 500 referrals annually for LPS conservatorships to arrange placement and mental health treatment for adults who are gravely disabled due to a mental health condition and are incapable of accepting voluntary treatment and whose family or others are not able and willing to meet these personal needs. Referrals are received from hospitals, jails, state hospitals, and the court. Approximately 1,480 individuals have been placed in Conservatorship.
- **Outpatient and Support Services:** Delivers ongoing mental health and substance use treatment in community-based settings, including therapy, medication management, case management, and peer support.
- **Prevention, Outreach and Community Engagement:** Provides early intervention, education, and outreach services designed to reduce the onset of behavioral health conditions and connect residents to care before crisis.
- **Residential and Long-Term Services:** Supports individuals with ongoing behavioral health needs through residential treatment facilities, licensed board-and-care settings, and long-term structured programs.

CEDAW Alignment

BHS's role in delivering accessible, coordinated behavioral health services aligns closely with CEDAW principles related to healthcare access, housing stability, and support for individuals affected by the criminal legal system. Existing initiatives—such as crisis response programs, residential and hospital-level care, substance use disorder treatment, and services for pregnant and parenting women—reflect the department's capacity to address multiple equity-related goals.

Description of Track 2 Data Available

BHS provided client data for Fiscal Years 2020–2023 across its primary service areas: BHS overall, Mental Health Services (MHS), Substance Use Disorder (SUD) services, and Edgemoor Hospital Services (Edgemoor).

- **BHS Overall:** Indicates whether or not the individual received services from BHS. Includes MHS, SUD, or Edgemoor.
- **MHS:** Provides prevention, early intervention, outpatient, inpatient, and crisis services for individuals experiencing mental health challenges.
- **SUD:** Offers prevention, treatment, and recovery programs for individuals struggling with alcohol or drug use.
- **Edgemoor:** Refers to services provided at Edgemoor Distinct Part Skilled Nursing Facility, a licensed skilled nursing facility for adults who need a higher level of care.

For each service area, client counts were disaggregated by gender and, where available, by additional demographic attributes consistent with the categories outlined in the CEDAW ordinance. These attributes included:

- age group
- disability status
- primary language spoken
- race and ethnicity
- region of origin

For consistency across departments and comparability with ACS data, this analysis relies only on the most recent year of data (Fiscal Year 2022–2023).

Comparative Analysis of County as a Service Provider

This analysis compares the demographic profile of clients served by BHS to the demographic profile of the region's overall population using ACS benchmarks. Regionwide demographic data serve as a proxy for the population potentially in need of behavioral health services, while BHS client data reflect the population that actually accessed services during the study period.

This is not a needs assessment and does not attempt to estimate the prevalence of mental health or substance use conditions by demographic group. Observed differences between the service population and the regional population may reflect a combination of factors, including, but not limited to, underlying patterns of need, eligibility criteria, referral pathways, program design, availability of culturally specific services, and barriers to access. Accordingly, these comparisons are intended to identify broad patterns in service utilization, not to evaluate program performance or to determine whether services are over- or under-serving any group relative to need.

Where relevant, this section notes areas where additional data—such as Behavioral Health Services Community Health Assessments (periodic county-level assessments that estimate prevalence of behavioral health conditions across the population) or population-level prevalence estimates—could help distinguish differences in utilization from differences in underlying need.

Gender

Women comprise 44.3% of BHS clients, compared to 49.4% of the overall regional population. This difference is most pronounced in SUD services, where women represent 34.5% of clients. In contrast, women account for 45.9% of clients in MHS and 52.9% in Edgemoor. Men make up 55.7% of BHS clients compared to 50.6% of the regional population. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

These figures indicate variation in service participation by gender across program areas. The lower representation of women in SUD services, for example, may reflect a range of factors—such as differences in underlying need, patterns of diagnosis or referral, or other social and structural influences on service engagement. Further exploration of these dynamics, including comparison to population-level data on behavioral health conditions by gender, could help clarify the extent to which observed differences reflect differences in need, access, program utilization, or other considerations.

Differences in the demographic composition of clients across service areas reflect patterns of access, referral, eligibility, need as well as other factors—not inherent characteristics of any one group such as racial, ethnic, or gender groups. Multiple structural factors shape who accesses publicly funded services, including but not limited to income, geographic proximity to providers, language access, historical patterns of community disinvestment, and the availability of alternative private-sector options. Overrepresentation of a particular group in a service area should not be read as suggesting that members of that group are more likely to experience the underlying condition (e.g., behavioral health needs, child welfare involvement, or housing instability) because of their race, ethnicity, gender, or other identities. Rather, these data describe who is currently served through County programs and offer a starting point for identifying where access, outreach, service design, or other aspects of service provision may need further attention.

Race and Ethnicity

Racial disparities are evident across service areas. In addition, differences within racial and ethnic groups cut across gender.

Among female clients, Latino/Hispanic and Black women are consistently overrepresented compared to their share of the regional population. For example, Black women represent 10.3% overall and 10.7% in MHS, compared to 4.2% regionwide. Their higher representation may reflect a combination of factors, including underlying need, eligibility criteria, referral pathways, program design, access barriers, among other factors. Additional sources (e.g., prevalence estimates, community assessments, or encounter data) would be needed to assess the relative contribution of these factors.

By contrast, Asian women are significantly underrepresented across all services: they account for just 4.5% of overall BHS clients and 4.9% of MHS clients, despite comprising nearly 13% of the region's female population. This pattern is most pronounced in SUD (1.7%) and Edgemoor (5.7%). These patterns highlight an area for further inquiry in a future needs assessment to better understand whether observed differences reflect variation in underlying prevalence, diagnosis or referral pathways, cultural or linguistic factors, stigma, or other access-related considerations.

Edgemoor displays particularly stark racial disparities: while Latino/Hispanic (42.9%) and Black women (20.0%) are strongly overrepresented, White women are underrepresented (31.4% vs. 52.2% regionwide). This distribution may reflect differences in factors such as health acuity, payer mix, housing instability, and access to alternative long-term care options, which can shape who relies on publicly provided, facility-based services. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Age

BHS female clients are skewed toward younger age groups, with women under 45 consistently overrepresented relative to regional demographics. In MHS, nearly one-quarter of female clients are under 18 (23.2% vs. 19.6% regionwide). Conversely, older women (65+) are underrepresented across all services, comprising only 8.2% of BHS overall versus 17.8% regionwide. The gap is widest in SUD services, where older women account for just 4.6% of clients.

While most age disparities cut across gender, nuances emerge among the youngest cohort. Female clients aged 18–24 are overrepresented compared to their share of the regional population (33% vs. 28.6%), while male clients are underrepresented (26.4% vs. 30.6%). This pattern suggests that young women may be more likely than young men to seek or be referred to behavioral health services. For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

Language and Origin

Language and origin data point to systemic patterns in service provision, which are consistent across both men and women. Across all services, female English speakers are heavily overrepresented (85.8% overall; 96.9% in SUD) compared to 58% of the region's female population. By contrast, Spanish-speaking women are underrepresented (10.8% overall vs. 23.2% regionwide), particularly in SUD (3.9%). These patterns are broadly consistent across gender, though women show a slightly higher degree of overrepresentation among English speakers. For reference, see Table 9. Language Spoken at Home by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Similarly, women from East Asia and Pacific and South Asia are sharply underrepresented across services. For instance, in MHS, women from East Asia and Pacific account for just 2.2% of clients compared to 12.5% regionwide. For reference, see Table 8. Region of Origin by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

These patterns may reflect a combination of language access, cultural responsiveness, referral pathways, program design, or other structural and administrative factors influencing who accesses services. One notable pattern is the higher-than-expected presence of Arabic-speaking women (2.1% overall vs. 0.9% regionwide), which may reflect program awareness, community-based referral networks, or geographic concentration of services in areas with higher Arabic-speaking populations. Further program-level review would be needed to identify which factors are most influential.

Disability Status

Disability patterns for BHS clients cut across gender. Women with disabilities are consistently overrepresented in BHS compared to the regional population (19.4% vs. 11.1%). This trend is seen across MHS (20.4%) and SUD (12.3%). This pattern is consistent across gender, as men with disabilities represent 3.2% of BHS clients compared to 10.4% regionwide. For reference, see Table 11. Disability Status by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

These data underscore BHS's role in serving high-need populations and the importance of ensuring that disability accommodations are gender-responsive and integrated into all levels of care.

Findings and Potential Opportunities

Overall, BHS serves a client population that differs in important ways from the regional population, particularly by gender, race and ethnicity, age, language, origin, and disability status. These differences highlight where service utilization is concentrated and where participation appears lower relative to population benchmarks.

BHS serves a substantial share of Latino/Hispanic and Black women, particularly in MHS and Edgemoor. This alignment provides an opportunity for continuing equity-focused, community-based approaches.

At the same time, several groups are consistently underrepresented in BHS service data, including women in Substance Use Disorder services, Asian women, older women, Spanish-speaking women, and women from some immigrant communities. These patterns do not, by themselves, indicate unmet need or gaps in service effectiveness. They may reflect differences in underlying prevalence, referral pathways, cultural or linguistic barriers, stigma, eligibility constraints, program design, or other factors.

Future work could strengthen this analysis by pairing utilization data with additional sources—such as Behavioral Health Services Community Health Assessments, emergency department encounter data, or population-level prevalence estimates—to better assess how service patterns align with underlying need. Within the scope of this baseline analysis, these findings point to potential priority areas for deeper inquiry, targeted outreach, culturally responsive program design, and strengthened language access strategies to support more equitable access to behavioral health services across diverse communities.

Consistent with the County's role as a safety-net and provider of last resort in many of these service areas, these findings should be understood as a descriptive baseline of who is currently reflected in available administrative data, and as a starting point for more targeted, program-specific equity analyses rather than as an assessment of adequacy or effectiveness.

Child and Family Well Being

Department Mission Analysis

Child and Family Well-Being (CFWB) delivers prevention and protection services through child and family-focused programs. Within CFWB, the Office of Child Safety and the Office of Child and Family Strengthening provide the following services with a holistic approach to engaging the community:

- **Office of Child Safety:** Includes services such as identification, intervention, and treatment of child abuse and neglect.
- **A.B. and Jessie Polinsky Children's Center:** Provides 24-hour temporary emergency shelter care to an average of 42 children each month for children, birth to 17 years of age, who are separated from their families for their own safety or when parents cannot provide care.
- **Child Abuse and Neglect Hotline:** Receives and responds to 41,300 reports from the community about the safety and well-being of children, 24 hours a day, seven days a week, representing 71,118 children.
- **Core Operations:** Ensures the safety and well-being of children by assessing and investigating allegations of abuse or neglect. These services assist families with developing plans to keep children at home safely and place children in protective custody when they are unable to remain in their home safely. Social workers work closely with the courts and legal partners to support a Kin-First Culture and provide services to reunify families, ensuring the child's well-being and safety are at the forefront.
- **Extended Foster Care (EFC):** Provides continued foster care benefits and services to a monthly average of 268 youths aged 18 to 21 years of age to help support the youth's transition toward adult independence.
- **Placement and Supportive Services:** Provides support services to resource families (e.g., a relative, a close family friend, and foster families) and works with them for recruitment and retention.
- **Resource Family Approval (RFA):** Is a single, unified, family-friendly, and child-centered process to temporarily care for and/or adopt a child/youth involved with foster care and/or probation.
- **San Pasqual Academy (SPA):** Provides a multipurpose continuum of care to meet the diverse needs of youth. This includes comprehensive resources to a monthly average of 48 foster youth ages 12 to 19 with a stable and caring home, quality individualized education, and the skills needed for independent living. As a first-in-the-nation residential education campus, San Pasqual Academy provides strong linkages to permanent connections, transitional housing, and post-emancipation services. San Pasqual Academy is a unique placement option for County of San Diego dependents, 12 to 17 years old, and non-minor dependents (NMDs) up to 19 years of age.

Office of Child and Family Strengthening—including prevention and early intervention services provided by the First 5 San Diego programs, childcare initiatives, and prevention efforts supported by the federal Family First Prevention Services Act (FFPSA) of 2018.

- **First 5 San Diego:** Promotes the health and well-being of young children and pregnant individuals during the most critical years of development, from prenatal to five years of age.
- **Child Care System:** Increases and strengthens childcare provider capacity and provides equitable access to the region's quality of early childhood education and care.
- **Prevention and Preservation Services:** Links families to prevention services so that all children are safe, all families are nurtured to build protective factors, and systems create equitable pathways to wellness.

CEDAW Alignment

Analyzing family and caregiving roles through an intersectional lens is important for understanding gender equity, as women—particularly mothers, single parents, and kin caregivers—often face overlapping challenges when raising children or supporting family members. These challenges can include, but are not limited to, lower earnings, higher childcare costs, unstable housing, increased risk of gender-based violence, and limited access to public services. (Section 3; HR&A analysis of ACS 5-Year PUMS 2019–2023)

The mission and programs of CFWB address many of these needs. Its work aligns with CEDAW principles on housing and homelessness, prevention of gender-based violence, access to public services, and equitable economic opportunity for women and caregivers. Through child abuse and neglect prevention, foster care and adoption services, family reunification support, emergency shelter and residential care, and independent living services for youth transitioning out of care, CFWB provides critical support to children, youth, and families.

Through these efforts, CFWB supports gender equity by:

- Recognizing that women carry most caregiving responsibilities,
- Addressing the overlapping challenges facing children and youth impacted by poverty, housing instability, and violence, and
- Delivering interventions that promote safety, stability, and long-term well-being for families across the region.

Description of Track 2 Data Available

The CFWB provided client data for Fiscal Year 2020-2023 across its primary service areas: CFWB overall, Adoption Assistance (AA), Foster Care Aid (FC), Kinship Guardian Assistance Payment (KG), Children on Referrals, Services to Parents and Children, and First 5 San Diego.

- **CFWB Overall:** Indicates whether an individual received any services from the Child Welfare Services (CWS) system. Includes all subprograms.
- **Adoption Assistance (AA):** Provides financial assistance and/or medical coverage to facilitate the adoption of children who otherwise would remain in long-term foster care.
- **Foster Care Aid (FC):** Provides financial support to foster parents in the region.
- **Kinship Guardian Assistance Payment (KG):** Provides financial support to relatives who become legal guardians of children in foster care, offering an alternative path to permanency when adoption or reunification is not possible.
- **Children on Referrals:** Refers to children who were subjects of child abuse or neglect referrals to CWS.
- **Services to Parents and Children:** Includes family maintenance, reunification, and supportive services provided to parents and children involved with CWS.
- **First 5 San Diego:** Supports children ages 0-5 and their families by providing services in early care and education, health, parent support, and developmental screenings.

For each service area, client counts were disaggregated by gender and, where available, by additional demographic attributes consistent with the categories outlined in the CEDAW ordinance. These attributes included:

- age group
- disability status
- primary language spoken
- race and ethnicity
- region of origin

Comparative Analysis of County as a Service Provider

This analysis compares the demographic profile of CFWB clients with that of the overall San Diego regional population. Regionwide demographic data serve as a proxy for the population potentially in need of child and family well-being services, while CFWB client data reflect the population served.

Rather than conducting a direct comparison of service need—which is shaped by eligibility requirements, referral processes, and program design—this analysis focuses on broad demographic alignment between the populations served and the broader regional population. Observed differences may reflect variation in eligibility, participation, or access patterns across demographic groups.

These comparisons are intended to illuminate general patterns, not assess program performance.

Gender

CFWB serves individuals across all age groups, including children, youth, and adults. Gender figures in this section reflect the full age range of clients unless otherwise noted.

Across CFWB overall, women make up just over half of clients (50.8%), slightly above their share of the regional population (49.4%). This proportion holds across most services, with the highest female representation in First 5 San Diego (57.5%) and Foster Care Aid (51.2%). Some programs, such as Adoption Assistance (47.5%) and Kinship Guardianship (46.2%), serve a slightly lower proportion of women than the regionwide share, which may reflect the gender composition of caregiver households in those programs. Men clients (49.2%) are correspondingly represented at nearly the same rate as their share of the regionwide population (50.6%), indicating no major gender disparities in overall CFWB service access. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Race and Ethnicity

As described in the introduction to the HHS section, differences in the demographic composition of clients reflect patterns of access, referral, eligibility, and other structural factors rather than inherent characteristics of any group. These data describe who is currently served through County programs and should be interpreted with this context in mind.

Gender disparities within racial and ethnic groups are small across CFWB clients. Among female clients, Latino/Hispanic women make up nearly half of all clients (48.3% overall) compared to just 35.0% of the region's female population, with particularly high representation in First 5 San Diego (66.7%) and Children on Referrals (52.7%). Black women are also substantially overrepresented (14.0% overall vs. 4% regionwide), with the highest shares in Foster Care Aid (23.3%), Kinship Guardianship (21.8%), and Services to Parents and Children (18.8%). In contrast, White women are underrepresented in CFWB overall (31.6% vs. 42.6% regionwide), and Asian women are notably underrepresented (3.4% vs. 12.7%), a trend consistent across nearly all programs. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Age

CFWB primarily serves children and youth, reflecting the department's mission. Regionwide, children and adolescents make up a much smaller share of the population: among females, 19.6% of residents are under age 18 (Table 5). In contrast, CFWB's client population is overwhelmingly concentrated in younger age groups. Among female clients overall, 83.1% are under 18—more than four times the regionwide share. This concentration is even higher in specific programs, including Children on Referrals (98.3% under 18) and Kinship Guardianship (92.3% under 18).

Other programs serve a broader age range. For example, in Services to Parents and Children, 37.3% of clients are under 18, with substantial representation among adults ages 25–44. Compared to the regionwide age distribution, where adults make up the majority of the population, this still represents a strong skew toward children and younger families, consistent with CFWB's service focus.

For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

Language and Origin

English-speaking women make up 85.8% of CFWB clients, compared to 58.0% regionwide, indicating overrepresentation across all services. Spanish-speaking women are underrepresented overall (12.7% vs. 23.2% regionwide), though they are proportionately or slightly overrepresented in First 5 San Diego (29.6%). Other language groups, including Arabic and “Other,” have low representation across nearly all programs. For reference, see Table 9. Language Spoken at Home by Gender and Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

By origin, North American women make up 95.3% of CFWB clients overall (vs. 50.9% regionwide), with immigrant-origin populations significantly underrepresented—particularly women from East Asia and Pacific and South Asia. For reference, see Table 4. Population by Gender and Race/Ethnicity Table 8. Region of Origin by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

These disparities are largely shared across gender, though the magnitude of overrepresentation for North American women (95.2% vs. 50.9% regionwide) is greater than that of North American men (88.6% vs. 51.4% regionwide). In addition, the magnitude of overrepresentation for female English speakers (85.8% vs. 58%) is greater than that of male English speakers (86.6% vs. 61.3%). These differences may warrant further exploration to understand whether referral pathways, service touchpoints, language access and communication practices, or other factors contribute to different utilization patterns by gender.

Disability Status

The representation of clients with disabilities in CFWB is consistent across gender. Women with disabilities are substantially underrepresented in CFWB overall (2.1% vs. 11.1% regionwide), with very low shares across most programs. The notable exception is First 5 San Diego, where reported disability rates are extremely high (98.9%), which may reflect the inclusion of children with developmental or health-related disabilities served by the program. For reference, see Table 11. Disability Status by Gender and Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Findings and Potential Opportunities

CFWB serves a substantial share of Latino/Hispanic and Black women, particularly in early childhood services, foster care, and kinship caregiving. This provides a strong opportunity for continued investment in culturally responsive, prevention-oriented approaches and potentially offers lessons that could inform strategies to better engage underrepresented groups. At the same time, the significantly lower service levels among Asian women, immigrant populations, and non-English-speaking groups may reflect differences in referral pathways, system touchpoints (e.g., mandated reporting), eligibility, awareness, language access, trust, cultural fit, or other contributing factors, rather than differences in need alone.

The department’s overwhelming focus on children aligns with its mission. The data also suggests opportunities to strengthen services for parents and caregivers, particularly in prevention and support programs. Finally, continued analysis into the underrepresentation of women with disabilities—outside of First 5 San Diego—could further help ensure programs are designed with accessibility and disability-responsive practices across all child and family well-being services.

Consistent with the County’s role as a safety-net and provider of last resort in many of these service areas, these findings should be understood as a descriptive baseline of who is currently reflected in available administrative data, and as a potential starting point for more targeted, program-specific equity analyses rather than as an assessment of adequacy or effectiveness.

Housing and Community Development Services

Department Mission Analysis

Housing and Community Development Services (HCDS) advances the HHS mission by coordinating County efforts in addressing homelessness, improving the quality of life in low-income neighborhoods, and providing pathways to affordable housing to help vulnerable populations achieve stability and self-sufficiency. HCDS does this by:

- Providing services and resources to people at-risk of or experiencing homelessness.
- Creating affordable and permanent supportive housing.
- Providing housing resources for vulnerable populations.
- Enhancing neighborhoods through community development projects

HCDS services are provided through the following programs:

- **Affordable Housing:** increase the inventory of HCDS supported affordable housing opportunities (to over 9,500 in 2025) for low-income and special needs residents who are at risk-of or experiencing homelessness .
- **Community Development:** enhance community infrastructure and facilities to provide a suitable and sustainable living environment.
- **Housing Authority:** HCDS also serves as the Housing Authority of the County of San Diego (HACSD), which provides monthly rental assistance for approximately 11,832 low-income families, emancipated youth, families participating in substance abuse treatment, and veterans who have a history of chronic homelessness.
- **Homeless Services:** Through the Office of Homeless Solutions, and federal entitlement programs, HCDS provides supportive services designed to enable residents to maintain stable housing, prevent homelessness and obtain services and resources to address and end homelessness.

Effective December 13, 2024, HCDS and the Office of Homeless Solutions were combined to align operational functions. These efforts advance the County of San Diego Framework for Ending Homelessness' strategic vision to prevent at-risk individuals from becoming homeless and provide those experiencing homelessness access to more stable housing. This transition will provide a more integrated continuum of services for prevention and street outreach to those at-risk of or experiencing homelessness to permanent housing.

CEDAW Alignment

Housing stability is a core component of gender equity, directly tied to CEDAW principles advocating for stable housing and homelessness prevention, gender-based violence prevention, and access to public services. In the region, women face unique housing challenges: they represent a slight majority (53.9%) of severely cost-burdened households overall, and 54.6% of severely cost-burdened renters—households spending more than half their income on housing. Severely cost-burdened renters have median household incomes \$86,240 lower than the general population, yet pay nearly the same in rent, with rent consuming almost 80% of their income. These conditions create a fragile financial position where minor financial disruptions can lead to housing displacement or homelessness. Men experience homelessness at higher rates overall (38.9 per 10,000 compared to 22.6 per 10,000 for women), and Black residents face the most severe disparities, with a homelessness rate over four times higher than White residents and nearly forty times higher than Asian residents—demonstrating the racialized nature of housing instability.

HCDS's mission and programs address these inequities and more through a combination of direct assistance and investment. Rental assistance programs like Section 8 Housing Choice Vouchers, Veterans Affairs Supportive Housing (VASH), and Housing Opportunities for Persons with HIV/AIDS (HOPWA) provide critical support to low-income households, survivors of domestic violence, veterans, and individuals with disabilities—groups that include many women facing disproportionate housing cost burdens or safety concerns.

Federal grant programs administered by HCDS, including Community Development Block Grants (CDBG), HOME Investment Partnerships (HOME), and Emergency Solutions Grants (ESG), fund affordable housing construction, emergency shelter, and neighborhood improvements, expanding access to safe and stable living environments.

Consistent with analysis findings, more than half of renter households headed by women in the region are cost-burdened, spending over 30% of income on housing (HR&A ACS 5-Year PUMS 2019–2023). These housing cost pressures underscore the importance of HCDS initiatives that address rental assistance, homeownership access, and stability for single-parent and caregiving households.

By prioritizing affordable housing production, customized rental assistance, and community-based improvements, HCDS advances CEDAW-aligned goals of reducing gendered and racialized disparities in housing stability, preventing homelessness, and addressing the economic and safety needs of women. These interventions are particularly critical for low-income women, women of color, and those at risk of gender-based violence, ensuring they have equitable access to housing resources, public services, and opportunities to live with security and dignity.

Description of Track 2 Data Available

HCDS provided aggregated client data for Fiscal Years 2020–2023, indicating whether an individual received services from the department. This dataset encompasses programs administered by HCDS, including rental assistance, affordable housing development, and community development grant-funded initiatives, but does not distinguish clients by specific service type. As the Office of Homeless Solutions (OHS) is now housed within HCDS, it is important to note that this dataset does not include clients served through homelessness programs or reflected in the Point-in-Time (PIT) Count.

Client counts were disaggregated by gender and, where available, by additional demographic attributes consistent with the categories outlined in the CEDAW ordinance, including:

- age group
- disability status
- primary language spoken
- race and ethnicity
- region of origin

For consistency across departments and comparability with ACS data, this analysis relies only on the most recent year of data. (Fiscal Year 2022–2023).

Comparative Analysis of County as a Service Provider

This analysis compares the demographic profile of HCDS clients with that of the overall San Diego regional population. Regionwide demographic data serve as a proxy for the population potentially in need of HCDS programs, while HCDS client data reflect the population served.

As described in the introduction to the HHSA section, differences in the demographic composition of clients reflect patterns of access, referral, eligibility, and other structural factors rather than inherent characteristics of any group. These data describe who is currently served through County programs and should be interpreted with this context in mind.

Rather than conducting a direct comparison of service need—which is shaped by eligibility criteria, referral processes, and program design—this analysis focuses on broad demographic alignment between the populations served and the broader regional population. Observed differences may reflect variation in eligibility, participation, or access patterns across demographic groups.

These comparisons are intended to illuminate general patterns, not assess program performance.

Gender

Women comprise 58.9% of HCDS clients, significantly above their share of the regional population (49.4%). Men comprise 41.1% of HCDS clients, below their share of the regional population (50.6%). This overrepresentation aligns with evidence that women are more likely to experience severe housing cost burdens—representing 54.6% of severely cost-burdened renters in the region—and are more vulnerable to housing insecurity, potentially due to lower average incomes, higher caregiving responsibilities, and greater likelihood of living alone in older age (Section 3; HR&A analysis of ACS 5-Year PUMS 2019–2023). While men experience homelessness at higher rates (38.9 per 10,000 vs. 22.6 per 10,000 for women), women’s overrepresentation in HCDS programs suggests the department is serving a population that faces different but also acute housing challenges. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Race and Ethnicity

Where available, this section reports MENA as a distinct category based on self-reported client data. In regional benchmark data, MENA individuals are typically included within the “White” category; as a result, comparisons should be interpreted as indicative rather than perfectly like-for-like.

HCDS clients are most likely to be Latino/Hispanic (33.8%), White (32.2%), Black/African American (15.8%), or MENA (13.2%). Latino/Hispanic and Black/African American clients are all substantially overrepresented relative to their shares of the regional population, consistent with racial disparities in housing cost burdens and homelessness rates. For example, Black residents experience homelessness at 148.0 per 10,000—over four times the rate of White residents (34.3 per 10,000) and nearly forty times that of Asian residents (3.9 per 10,000)—underscoring the importance of customized housing interventions. Conversely, White women (32.2% of HCDS clients vs. 42.6% regionwide) and Asian women (3.4% vs. 12.7% regionwide) are underrepresented in HCDS programs, which may reflect differences in factors such as eligibility, awareness, program fit, or use of other housing resources, and should not be interpreted as lower need without additional evidence. These disparities are generally consistent when analyzing the intersectionality of race and gender. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Age

HCDS serves a broad age range of clients, with the largest shares among children (0–17, 26.6% vs. 19.6% regionwide) and seniors (65+, 20.0% vs. 17.8%). Representation of seniors aligns with the fact that older women, in particular, face compounded economic risk factors—such as fixed incomes, higher rates of living alone, and increased risk of housing cost burdens—that HCDS programs can help address. Young adults aged 25–34 are notably underrepresented (7.0% vs. 15.1%), which may warrant exploration to determine if there is a gap due to lower engagement with this group despite the region’s high average housing cost burden for working-age adults or other contributing factors.

These disparities are largely consistent when analyzing the intersectionality of age and gender. However, among adults aged 35–54, women are closer to parity with their regionwide share (23.8% vs. 26.3%), while men are much more underrepresented (16.6% vs. 27.0%).

This suggests that midlife men may be less likely than women to access HCDS programs, which may warrant exploration to understand why there is a difference, such as a potential gap in engagement for this group. For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

Language and Origin

HCDS clients are predominantly English-speaking (68.5%), with Arabic speakers significantly overrepresented (17.4% vs. 0.87%) and Spanish speakers underrepresented (12.3% vs. 23.2%). For reference, see Table 9. Language Spoken at Home by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

By origin, clients are overwhelmingly from North America (68.2%) and Latin America and Caribbean (20.2%), both well above regional shares, with East Asia and Pacific (4.1%) and South Asia (0.9%) notably lower. These patterns may reflect a combination of factors, such as program design, eligibility pathways, referral networks, language access, and administrative data capture. Additional program-level analysis would be needed to better understand the relative contribution of these factors. For reference, see Table 8. Region of Origin by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

It is important to note that “region of origin” is defined differently in regional ACS data versus in administrative client records, and comparisons should therefore be interpreted as directional indicators—that is, approximate patterns suggesting where differences may exist of potential patterns rather than precise measures of over- or under-representation.

These language and origin disparities are largely consistent across gender, with only modest differences. Among English speakers, women are more likely to utilize services than men (68.5% vs. 58.0% regionwide, compared to 68.1% vs. 61.3% for men). Similarly, Spanish-speaking women are more likely to access services than Spanish-speaking men (12.3% vs. 23.2% regionwide, compared to 7.8% vs. 21.7%). Women from Latin America and the Caribbean are also more overrepresented than men (10.6% vs. 0.1% regionwide, compared to 4% vs. 0.1%). Together, these patterns suggest an opportunity for further, program-specific analysis to better understand how eligibility rules, referral pathways, service mix, outreach strategies, and other considerations shape utilization among Latin American and Caribbean and Spanish-speaking men.

Disability Status

Women HCDS clients with disabilities are underrepresented compared to the regionwide female population (6.8% vs. 11.1%), and rates of underrepresentation were consistent for disabled clients across genders. Given that disability often intersects with higher housing needs—especially for accessible, affordable units—this outcome suggests further analysis to determine if there is a potential area for further outreach or program adaptation to ensure that residents with disabilities are fully able to access housing and community development resources. For reference, see Table 11. Disability Status by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Findings and Potential Opportunities

HCDS demonstrates strong engagement with women, particularly Latina, Black, and MENA women, as well as Arabic-speaking and North American- and Latin American-origin communities—groups facing some of the highest housing cost burdens and/or homelessness risks in the region. However, lower representation among Spanish-speaking residents, certain Asian communities, younger adults, and people with disabilities may reflect differences in program eligibility, service mix, referral pathways, benefit substitution, or other administrative and structural factors shaping who is served.

Consistent with the County’s role as a safety-net and provider of last resort in many of these service areas, these findings should be understood as a descriptive baseline of who is currently reflected in available administrative data, and as a starting point for more targeted, program-specific equity analyses rather than as an assessment of adequacy or effectiveness.

Public Health and Medical Care Services

Department Mission Analysis

Public Health Services (PHS) is dedicated to improving the health of the community by providing high-quality services, as evidenced by achieving national public health accreditation recognition since May 2016. It provides services that span all 10 Essential Public Health Services to prevent injuries, disease, and disabilities; promote wellness, healthy behaviors, and access to quality care; and protect against public health threats, infectious disease epidemics, foodborne outbreaks, climate change, environmental hazards, and disasters. Medical Care Services (MCS) strives to ensure that the region of San Diego County is home to America's premier local wellness delivery system, emphasizing quality, equity, sustainability, and transparency.

Beginning Fiscal Year 2025–2026, MCS and PHS are uniting as a single department to continue serving the most vulnerable communities, committed to bringing together operations and administration to increase efficiency and address redundancies while continuing activities, programs, and initiatives to support the mutual mission of addressing the root causes of priority health issues to advance health, equity, and well-being for all San Diego County residents.

Achieving these goals involves a multidisciplinary and collaborative approach involving other County groups and departments, healthcare provider networks, schools, businesses, community and faith-based partners, and residents.

The department is committed to excellence in all essential public health services, as described here:

- **California Children Services:** Provide case management services to almost 14,900 children with chronic illness and/or disabilities and their families and deliver over 20,600 hours of physical and occupational therapeutic services.
- **Infectious Disease Control:** Investigate and provide case management for about 240 active TB cases, identifying over 3,000 contacts to infectious TB cases to interrupt the spread of the disease. Providing over 2,500 residents with sexually transmitted disease prevention and clinical services.
- **Pharmacy:** Provide direct services to approximately 8,500 clients and dispense about 50,000 prescriptions at various sites throughout the San Diego County region, including San Diego County Psychiatric Hospital, Edgemoor Distinct Part Skilled Nursing Facility, Public Health Services Sexual Health and Tuberculosis Clinics, Behavioral Health Clinics, Mobile Pharmacy events, and other programs. Coordinate with County programs to implement best practices and ongoing staff development to ensure safety and medication access in the County's pharmacies. Collaborate with County programs to bring pharmacy services through the region to those who cannot make it to a brick-and-mortar pharmacy.
- **Public Health Preparedness and Response:** Support emergency preparedness for all types of disasters—natural and man-made; manage the Medical Operations Center of the County's Incident Command System in response to regional and local medical and health responses. Collaborate with about 360 community partners and organizations as part of the San Diego Healthcare Disaster Coalition to provide emergency preparedness and response information and manage medical surge and related resource requests. Supports medical and health preparedness for all types of emergencies impacting individuals and healthcare facilities. In addition, approximately 800 community partners and approximately 350 organizations are registered in the Partner Relay Network to provide emergency preparedness and response information in multiple languages, especially for the non-English speaking populations.

- **Policy and Service Coordination:** Collaborate with County departments, community partners, and individuals to address the health needs of justice-involved individuals. Support California's CalAIM initiative, worked on strategies for children's services, identify oral health care gaps, and provide clinical expertise to County programs.
- **Prevention Services:** Link approximately 239 pregnant women without prenatal care to providers and provide approximately 1,000 refugees with basic health assessments, screenings, and referrals. Enables vaccination education and outreach activities. Implement chronic disease prevention by advancing innovative approaches to healthy communities through policy, systems, and environmental change.
- **Regional Public Health Services:** Coordinate about 100 nurses across regional public health centers to advance residents' health. This includes administering approximately 75,000 vaccinations, such as influenza, Hep A, and MMR, and assisting with outreach and response to promote health or prevent disease. Support a home visitation program to help pregnant women and families with young children realize the best outcomes.
- **Surveillance:** Receive and register approximately 130,000 new disease incidents of hepatitis A and C, measles, HIV, sexually transmitted infections, vector-borne infections, TB, pertussis, gastrointestinal, COVID-19, and other respiratory infections and diseases. Testing approximately 18,000 specimens for diseases through the Public Health Laboratory. Maintain the Vital Records of all County residents, surpassing statewide timeliness expectations in processing more than 37,000 birth and 24,000 death certificates.

Note: Beginning December 2024, Public Health Services merged with Medical Care Services (MCS) to form a unified department. However, the data analyzed in this report reflect Public Health Services operations prior to the merger and therefore do not include MCS program data.

CEDAW Alignment

Public Health Services' mission and programs intersect with multiple CEDAW principles, particularly those related to healthcare access, gender-based violence prevention, housing and homelessness, and access to public services. The department's work addresses the social and economic determinants of health that contribute to gender inequities, including barriers faced by women, children, immigrant communities, and other populations disproportionately impacted by health disparities.

PHS programs—such as maternal and child health initiatives, infectious disease control, chronic disease prevention, oral health, and overdose prevention—directly support women's health and well-being. These services are especially critical for women of color, immigrant and refugee women, and women living in poverty, who often higher challenges to accessing timely, culturally competent care. (Section 3; Daher et al., 2021; Flores, 2006). Initiatives like the Black Infant Health program, Refugee Health Programs, and the Office of Violence Prevention reflect a commitment to addressing racial and gender disparities in maternal health outcomes, trauma and violence exposure, and access to preventive services.

By combining customized interventions with broad-based public health strategies, PHS plays a key role in ensuring equitable access to essential health services, protecting vulnerable populations from preventable illness and injury, and supporting the conditions that allow women and girls in the region to live healthy, safe, and secure lives.

Regionwide findings in Section 3 indicate that spatial and environmental inequities often intersect with gender and income. Women—particularly those in low-income or caregiving households—are more likely to live in areas with limited access to clean air, safe parks, and resilient housing infrastructure, heightening vulnerability to environmental stressors (HR&A ACS 5-Year PUMS 2019–2023; Daher et al., 2021). Future inquiry could examine how Environmental Health programs incorporate gender-responsive community outreach and data collection to better identify these cumulative risks.

Description of Track 2 Data Available

PHS submitted its client data for Fiscal Years 2020–2023, which included two service areas:

- **Public Health Services (PHS):** Promotes health, prevents disease and injury, and protects the community through programs in disease control, health promotion, and population-based services
- **California Children's Services (CCS):** Provides diagnostic and treatment services, medical case management, and physical and occupational therapy to children under 21 with qualifying serious medical conditions or chronic health problems

For each service area, client counts were disaggregated by gender and, where available, by additional demographic attributes consistent with the categories outlined in the CEDAW ordinance, including:

- age group
- disability status.
- primary language spoken
- race and ethnicity
- region of origin

For consistency across departments and comparability with ACS data, this analysis relies only on the most recent year of data (Fiscal Year 2022–2023).

Comparative Analysis of County as a Service Provider

This analysis examines the demographic profile of PHS clients in relation to the overall San Diego regional population to provide context for understanding who is reached by County programs. As noted above, data in this section reflect Public Health Services operations prior to the merger with Medical Care Services and therefore cover PHS programs only. Regionwide demographic data are used as a reference baseline, while PHS client data reflect the population actually served.

Importantly, the County often functions as a provider of last resort, prioritizing residents who lack access to services through private insurance, employer-based coverage, or other systems of care. As a result, PHS clients are not expected to mirror the general population, and differences between client demographics and regionwide demographics should not be interpreted as service gaps or performance deficits on their own.

Rather than measuring unmet need or program adequacy, this comparison is intended to situate the client population within the broader regional context and to highlight how various considerations such as eligibility rules, referral pathways, and structural factors shape who is served. Observed differences may reflect targeted program design, safety-net eligibility criteria, or variations in underlying need across demographic groups, in addition to potential access barriers. These comparisons are therefore meant to illuminate broad patterns and equity-relevant questions for further inquiry, not to evaluate whether PHS is serving a “representative” share of the population or to draw conclusions about program effectiveness.

As described in the introduction to the HHSA section, differences in the demographic composition of clients reflect patterns of access, referral, eligibility, and other structural factors rather than inherent characteristics of any group. These data describe who is currently served through County programs and should be interpreted with this context in mind.

Gender

Across the PHS Department overall, women make up 46.7% of clients, slightly below their share of the regional population (49.4%), while men are overrepresented (53.3% vs. 50.6%). The gender service gap is even more pronounced in CCS, where women account for only 44.6% of clients. This suggests potential opportunities to examine whether specific services are equitably reaching women, particularly in programs with large pediatric or youth populations and other causal factors. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Race and Ethnicity

Racial and ethnic disparities among PHS clients cut across gender. PHS clients are predominantly Latino/Hispanic (65.9% vs. 35.0% regionwide), followed by White (16.5% vs. 52.2%), Black/African American (6.0% vs. 4.2%), Asian or Pacific Islander (6.2% vs. 12.9%), and MENA (3.3% vs. 1.3%). Latino/Hispanic and Black clients are overrepresented compared to regional demographics, while White and Asian clients are underrepresented. These patterns hold in CCS, where Latino/Hispanic representation is lower (61.4%) but still dominant, and Black/African American clients remain above regional averages. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Age

Gender disparities within age groups are small among PHS clients. PHS services overwhelmingly serve children and youth—65.3% of clients are under 18 compared to 19.6% regionwide. This concentration is even higher in CCS, where 83.7% of clients are under 18. Adults, especially older adults, are minimally represented in both service areas, reflecting the child- and youth-focused nature of many programs. For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

Language and Origin

English is the most common language among PHS clients (54.2%), followed by Spanish (37.5%), with Spanish speakers notably overrepresented compared to regional levels (23.2%). Arabic speakers are also overrepresented (1.8% vs. 0.87%). In CCS, English speakers are even more dominant (68.6%), though Spanish (26.9%) and Arabic (2.5%) remain well represented. For reference, see Table 9. Language Spoken at Home by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

In terms of origin, PHS clients are overwhelmingly from North America (82.7% vs. 50.9% regionwide), with Latin America and Caribbean, MENA, and Sub-Saharan Africa also overrepresented. East Asia and Pacific, South Asia, and “Other” regions are underrepresented across both service areas—East Asia and Pacific (1.5% vs. 12.5% regionwide), South Asia (2.5% vs. 12.7%), and Other (2.0% vs. 22.5%). For reference, see Table 8. Region of Origin by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

These disparities are largely consistent across gender, though the magnitude of overrepresentation for Spanish-speaking women (37.5% vs. 31.8% regionwide) is less than that of men (31.8% vs. 21.7% regionwide), indicating that it may be warranted to explore if there are barriers that limit service use among Spanish-speaking men.

Disability Status

Women with disabilities are overrepresented among PHS clients compared to the region's female population (17.8% vs. 11.1%), with CCS showing an even higher rate (23.2%). This pattern of overrepresentation among PHS clients with disabilities cuts across gender. This underscores the department's role in serving high-need populations and the importance of maintaining strong disability-responsive practices. For reference, see Table 11. Disability Status by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Findings and Potential Opportunities

PHS serves a substantial share of Latino/Hispanic and Black clients, as well as Spanish- and Arabic-speaking populations, indicating that these groups comprise a significant portion of the populations served by these programs. At the same time, the underrepresentation of women overall, as well as of White, Asian, East Asian, and South Asian clients, suggests areas where participation appears lower relative to regional benchmarks; however, these patterns may reflect eligibility, service mix, referral pathways, or use of other healthcare systems, and do not by themselves indicate gaps in access or effectiveness. The heavy concentration of youth clients reflects the scope of many PHS programs but also underscores the opportunity to potentially strengthen outreach and reduce any potential barriers to access for adults and older populations who may also benefit from preventive and community health services. The overrepresentation of clients with disabilities highlights the department's critical role in serving high-need groups, while also reinforcing the importance of embedding accessibility and equity considerations into all public health interventions.

Consistent with the County's role as a safety-net and provider of last resort in many of these service areas, these findings should be understood as a descriptive baseline of who is currently reflected in available administrative data, and as a starting point for more targeted, program-specific equity analyses rather than as an assessment of adequacy or effectiveness.

Self-Sufficiency Services

Department Mission Analysis

Self-Sufficiency Services (SSS) provides eligibility determination and case management services for State, federal and local public assistance to over one million residents to help low-income families and their children meet basic needs. Staff provide services throughout the County at eleven Family Resource Centers (FRC), two Community Resource Centers (CRC), and via phone or online through the Access Customer Service Call Center.

SSS ensures compliance with State and federal requirements by providing accurate and accessible data, program guidance, and enrollment information for frontline staff. SSS solicits engagement from the community through different venues such as outreach events and advisory boards.

SSS public assistance includes, but is not limited to:

- **CalFresh:** Helps eligible families buy food and improve their nutrition.
- **CalWORKS:** Provides low-income families with cash assistance to begin the path toward self-sufficiency.
- **County Medical Services:** Provides medical care to uninsured indigent adult residents.
- **General Assistance or General Relief:** Provides relief and support to indigent adults not supported by their own means, other public funds, or assistance programs.
- **Medi-Cal:** Assists families in meeting their healthcare needs.
- **Office of Immigrant and Refugee Affairs:** Collaborates with the community and State of California to provide resources and information regarding immigrant and refugee affairs.
- **Office of Military and Veterans Affairs:** Supports the nation's third-largest veteran population by connecting veterans and their families to benefits, counseling, and referral services.
- **Welfare to Work:** Provides subsidized employment, financial support, and housing support to eligible families and pregnant or parenting teens.

Effective December 13, 2024, the Office of Immigrant and Refugee Affairs was transferred from Aging and Independence Services to Self-Sufficiency Services to align with operational functions.

CEDAW Alignment

Economic stability is a critical intersectional lens for gender equity, as women—particularly single mothers, immigrant women, women of color, and caregivers—are disproportionately impacted by wage gaps, higher poverty rates, housing cost burdens, and limited access to affordable childcare (Section 3; HR&A analysis of ACS 5-Year PUMS 2019–2023). The mission and programs of the SSS directly connect with these populations and more, aligning with CEDAW principles related to economic development gender-based violence prevention, healthcare access, and equitable access to public services.

Through administration of CalWORKs, CalFresh, Medi-Cal, General Relief, and customized services for veterans, refugees, and immigrants, SSS provides critical resources to aid in stabilizing households, reducing poverty, and promoting long-term self-sufficiency. The department also connects clients to employment and training opportunities, childcare resources, and culturally responsive case management, addressing both near- and long-term needs.

These efforts support gender equity by expanding access to public benefits and economic opportunities for women, addressing the housing and health needs of those in crisis, and tailoring service delivery to the unique circumstances of immigrant, refugee, and low-income households—helping women and families build pathways toward stability and self-determination.

Description of Track 2 Data Available

SSS submitted its client data for Fiscal Years 2020–2023, which included the following service areas: SSS Overall, Medi-Cal (MC), CalFresh (CF), CalWORKs (CW), General Relief (GR), Cash Assistance Program for Immigrants (CAPI), and County Medical Services (CMW).

- **CalFresh (CF):** Provides monthly food benefits on an electronic benefit transfer (EBT) card to help low-income households buy nutritious food
- **CalWORKs:** California Work Opportunity and Responsibility to Kids program (CW): Provides temporary financial support, job readiness, training, and childcare assistance to eligible families with children
- **Cash Assistance Program for Immigrants (CAPI):** Provides monthly cash benefits to aged, blind, or disabled legal immigrants who are ineligible for Supplemental Security Income/State Supplementary Payment (SSI/SSP) because of their immigration status.
- **County Medical Services (CMW):** Provides limited medical services to low-income adults ages 21–64 who are not eligible for Medi-Cal
- **General Relief:** Provides temporary cash assistance for eligible regional residents who have no other means of support.
- **Medi-Cal (MC):** California's Medicaid program, offering free or low-cost health coverage for eligible low-income individuals, families, seniors, and persons with disabilities
- **SSS overall:** Indicates whether an individual received any services from the Self-Sufficiency Services Department; includes all subprograms.

For each service area, client counts were disaggregated by gender and, where available, by additional demographic attributes consistent with the categories outlined in the CEDAW ordinance. These attributes included:

- age group
- disability status
- primary language spoken
- race and ethnicity
- region of origin

For consistency across departments and comparability with ACS data, this analysis relies only on the most recent year of data (Fiscal Year 2022–2023).

Comparative Analysis of County as a Service Provider

This analysis compares the demographic profile of SSS clients with the overall San Diego regional population. Regionwide ACS demographics provide baseline context for understanding who lives in the County, while SSS administrative data describe who the programs served during the study period.

Because SSS programs are shaped by eligibility rules (often set by federal/state policy), referral pathways, program design, and other factors, differences between client profiles and regionwide benchmarks should be interpreted as descriptive patterns, not as direct evidence of unmet need or program performance. Where relevant, the discussion notes when a different benchmark population (e.g., seniors, immigrant residents, or unsheltered residents) may be more appropriate for interpreting particular programs.

As described in the introduction to the HHSA section, differences in the demographic composition of clients reflect patterns of access, referral, eligibility, and other structural factors rather than inherent characteristics of any group. These data describe who is currently served through County programs and should be interpreted with this context in mind.

Gender

Women comprise 52.9% of SSS clients, modestly above their share of the regional population (49.4%), while men are modestly underrepresented (47.1% vs. 50.6%). This pattern is consistent across larger programs such as Medi-Cal (53.4% female) and CalFresh (54.2%) and is most pronounced in CalWORKs (57.0%) and CAPI (62.3%).

By contrast, General Relief (33.3% female) and County Medical Services (CMS) (15.0% female) serve predominantly male clients. Because these programs are closely associated with very low-income, medically underserved, and/or housing-unstable adults, regionwide population shares may not be the best proxy for the likely eligible population. For example, the unsheltered homeless population is substantially more male (approximately 70% male vs. 29% female per the 2023 Point-in-Time Count) and may provide a more relevant context benchmark for interpreting the gender profile of General Relief and CMS. This report does not determine whether gender differences reflect differences in need, eligibility, or service access. Making that determination would require a targeted needs assessment and eligibility-specific benchmarking. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Race and Ethnicity

Differences in program participation by race/ethnicity are observed across SSS overall and within major programs. Latino/Hispanic women account for 54.5% of female SSS clients (vs. 35.0% regionwide) and are especially concentrated in Medi-Cal (55.7%), CalFresh (49.1%), and CalWORKs (43.5%). Black women are also overrepresented in SSS overall (6.9% vs. 4.0% regionwide), with higher representation in CalFresh (10.2%) and CalWORKs (17.1%). White women are underrepresented overall (25.2% vs. 42.6% regionwide), as are Asian women (8.0% vs. 12.7% regionwide), with Asian underrepresentation generally consistent across programs.

These patterns provide descriptive context for who is served by SSS programs. They do not, on their own, indicate whether disparities reflect differences in underlying need, eligibility constraints, outreach effectiveness, barriers to enrollment, or other contributing factors. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Age

SSS participation is concentrated among children and younger adults, consistent with the service mix of Medi-Cal, CalFresh, and CalWORKs. Female clients ages 0–17 comprise 26.3% of SSS clients (vs. 19.6% regionwide), and women ages 18–34 are also modestly overrepresented. Seniors (65+) represent 11.4% of female SSS clients overall (vs. 17.8% regionwide), though seniors make up the majority of CAPI participants (81.4%), reflecting CAPI's focus on older immigrants.

Given that the needs of many older adults are met through other benefit systems (e.g., Social Security and Medicare), the age profile of SSS clients should be interpreted in relation to program eligibility and the broader safety-net landscape rather than as a standalone indicator of need or access. For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

Language and Origin

English (68.6%) and Spanish (25.8%) dominate among female SSS clients. English speakers are overrepresented relative to the region (58.0%), Spanish speakers are slightly overrepresented (25.8% vs. 23.2%), and Arabic speakers are also more prevalent (2.1% vs. 0.87%). Speakers of other languages are substantially underrepresented (3.5% vs. 17.9%). This pattern is directionally consistent across major programs and may reflect a mix of language access, program awareness, administrative capture of language in program data, and other factors.

By origin, North American (68.2% vs. 50.9%) and Latin America and Caribbean (20.2% vs. 0.1%) women are overrepresented, while women from East Asia and Pacific (4.1% vs. 12.5%) and South Asia (0.9% vs. 12.7%) are underrepresented. These differences may reflect differences in eligibility pathways, documentation and verification requirements, outreach channels, program fit, administrative data capture, and other considerations. Because origin categories may not align perfectly between ACS and administrative datasets, comparisons should be interpreted as approximate patterns rather than precise measures of over- or under-representation.

For reference, see Table 8. Region of Origin by Gender and Table 9. Language Spoken at Home by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Disability Status

Women with disabilities comprise 6.8% of female SSS clients compared to 11.1% of the region's female population. Most SSS programs show underrepresentation of clients with disabilities, with CalFresh closely aligned to regionwide rates (11.3%) and CAPI substantially higher (44.3%), consistent with program eligibility characteristics. These patterns are presented as descriptive context and do not assess whether disability status is fully captured in administrative records or whether program participation aligns with underlying need.

For reference, see Table 11. Disability Status by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Findings and Potential Opportunities

SSS demonstrates strong reach among Latino/Hispanic women, Black women, Spanish- and Arabic-speaking clients, and women from North American, Latin American/Caribbean, and Middle Eastern/North African origins. These patterns suggest that program access and service delivery are reaching several priority populations.

At the same time, lower participation among Asian and White women, some immigrant-origin populations, and speakers of non-English/non-Spanish languages may reflect differences in program eligibility rules, benefit substitution, outreach and enrollment pathways, language access, documentation or verification requirements, or other administrative and structural factors shaping participation, rather than differences in need alone.

With respect to older adults, the data show relatively lower senior representation outside of CAPI. However, this pattern should be interpreted in light of structural eligibility constraints and benefit substitution: many core income and health needs experienced by seniors are met through Social Security/SSI and Medicare, and therefore seniors may be less likely to qualify for or rely on certain SSS-administered programs. As a result, comparisons to the general regional senior population are not intended to indicate service gaps, but rather to provide context for how SSS's safety-net role and eligibility rules shape who is served.

Future analysis could benchmark senior participation against more relevant comparator populations (e.g., low-income seniors not fully supported by SSI/Medicare or seniors facing housing/food insecurity) and examine whether there are remaining gaps where SSS can improve touch point opportunities such as navigation, enrollment assistance, and linkages to complementary supports, among other opportunities.

Finally, the observed underrepresentation of women with disabilities across several programs may warrant follow-up to confirm administrative capture of disability status and to ensure benefits and supports are accessible through accommodations, referral pathways, and cross-program coordination.

Consistent with the County's role as a safety-net and provider of last resort in many of these service areas, these findings should be understood as a descriptive baseline of who is currently reflected in available administrative data, and as a starting point for more targeted, program-specific equity analyses rather than as an assessment of adequacy or effectiveness.



4.3 Land Use and Environment Group

Source: County of San Diego

4.3 Land Use and Environment Group

This section focused on the following Land Use and Environment Group (LUEG) departments :

Departments whose demographic data were included in this report:

- Agriculture, Weights and Measures (AWM)
- Department of Environmental Health and Quality (DEHQ)
- Department of Parks and Recreation (DPR)

Departments whose data were not included in this report:

- Group Executive Office (administrative)
- Library
- Office of Sustainability and Environmental Justice
- Planning and Development Services
- Public Works

LUEG oversees programs and policies that regulate and steward the County's built and natural environments. This includes areas such as land use planning, agriculture, parks, public works, and environmental health. These departments do not typically provide services based on gender. However, their work influences physical, economic, and environmental conditions that affect community well-being and access to resources.

Patterns observed across LUEG departments reflect geography and jurisdiction, such as land use distribution, regional environmental conditions, and industrial composition, not gender or race.

For example:

- Employment trends in agricultural and environmental sectors follow industry norms.
- Service areas are determined by unincorporated area boundaries rather than demographics.

Even though these departments do not deliver gender-specific services, their work affects daily life, safety, and environmental quality in ways that can have indirect gender impacts. Research shows:

- Women and caregivers experience public spaces differently due to safety concerns, time demands, and transportation access (see Section 3.3; Litman, 2021).
- Environmental conditions, such as exposure to hazards and access to parks or clean air can vary by neighborhood and intersect with household composition and caregiving roles (CDC, 2022).

This analysis does not aim to identify evidence of inequitable service delivery by gender. Instead, it highlights where LUEG's programs intersect with broader factors that influence gender-based outcomes. These insights can inform future planning as the County continues integrating gender equity into its land use, environmental, and infrastructure policies.

Some departments that were exempt from this report provided narratives about their work related to the local CEDAW principles. These submissions are included at the end of this section.

Agriculture, Weights and Measures

Department Mission Analysis

The County of San Diego's Agriculture, Weights and Measures (AWM) department safeguards consumers, supports agricultural trade, and protects the environment through regulation, inspection, and education. AWM ensures the safe use of pesticides and investigates related illnesses, prevents the spread of invasive pests, and promotes sustainable pest control practices. The department verifies the integrity of the organic label and ensures that farmers' market vendors sell what they grow, advancing both consumer confidence and agricultural resilience.

AWM also upholds fairness in commerce by certifying the accuracy of weighing and measuring devices and price scanners across the region. Guided by its mission to uphold laws and regulations while advancing trade, consumer protection, and environmental sustainability, AWM serves all San Diego County residents by fostering a region of sustainability and resilience.

CEDAW Alignment

Regionwide Census data highlights populations experiencing intersectional gender inequities—such as women from immigrant communities, women of color, older women, and those with limited English proficiency—that are directly relevant to AWM's mission. These inequities can shape access to safe food, fair marketplace practices, and environmental health protections. For example, women from linguistically diverse backgrounds may face barriers to understanding labeling, certification, or consumer protection resources, increasing risk of fraud or misinformation.

AWM's role in ensuring safe agricultural practices, promoting sustainable pest control, and verifying accuracy in everyday commerce aligns closely with CEDAW principles of economic development and healthcare. By protecting consumers and advancing trust in food and trade systems, the department provides an essential foundation for equity in health and economic participation. AWM's oversight of organic certification, farmers' markets, and consumer protections offers opportunities to ensure that women most affected by economic and environmental inequities can benefit equitably from the department's services.

Description of Track 2 Data Available

Program-level data for Fiscal Year 2020-2023 covering a range of inspection, certification, and regulatory activities included:

- **Agricultural Standards:** Organic Farming Program, Fruit and Vegetable Standardization, Agricultural Water Quality, Food Security and Access Initiative, Integrated Pest Control, and Industrial Hemp.
- **Detection, Diagnostics, and Quarantine:** Honeybee Protection Program (Apiary) and Citrus Quarantine Program.
- **Pest Exclusion:** Nursery Inspection, Export Certification
- **Pesticide Regulation Program:** Pesticide Use Monitoring, Inspections, Enforcement, and Hazardous Materials Inventory (HMI).
- **Weights and Measures:** Commercial Device Inspections and Price Verification.

For the program data, records consisted of individual service "touchpoints," such as inspections, outreach activities, complaint investigations, and other program interactions. Each record contained the program name and the ZIP Code of the service location. No demographic attributes beyond ZIP Code were available for further disaggregation since they are not collected, limiting the extent of the department analysis.

In addition to program datasets, a narrative report from AWM's Community Needs Assessment – Food Security and Access Initiative in Underserved Communities, which included detail on the Certified Farmers' Markets program and the Healthy Refrigeration Grant Program (HRGP), was examined. These materials highlight how AWM's regulatory role intersects with community food access and equity-focused initiatives, offering further context for understanding the department's service impact.

Comparative Analysis of County as a Service Provider

This analysis compares the demographic profile of residents living in ZIP Codes with different levels of AWM activity to the overall San Diego regional population. Regionwide demographic data is used as a proxy for the population potentially affected by AWM programs, while ZIP Code-level data on inspections and service "touchpoints" reflect the communities where AWM's work is most and least concentrated.

To conduct this analysis, program records from Fiscal Years 2020–2023 were combined across all AWM programs to capture the total number of touchpoints in each ZIP Code. Unlike departments that deliver ongoing services to the same clients year over year, AWM's activities—such as inspections, certifications, and enforcement—occur on varying cycles and at different sites depending on agricultural production, business operations, and regulatory schedules. As a result, not every ZIP Code records touchpoints annually. Combining multiple years of data therefore provides a more complete and representative picture of where AWM engages across the region over time.

ZIP Codes were then grouped into high-engagement areas (101 or more touchpoints) and low-engagement areas (fewer than 10 touchpoints). The demographic and socioeconomic characteristics of the residents of these regions—including gender, race/ethnicity, and household income—were compared with regionwide benchmarks to highlight how AWM's activity aligns with or diverges from overall regional need.

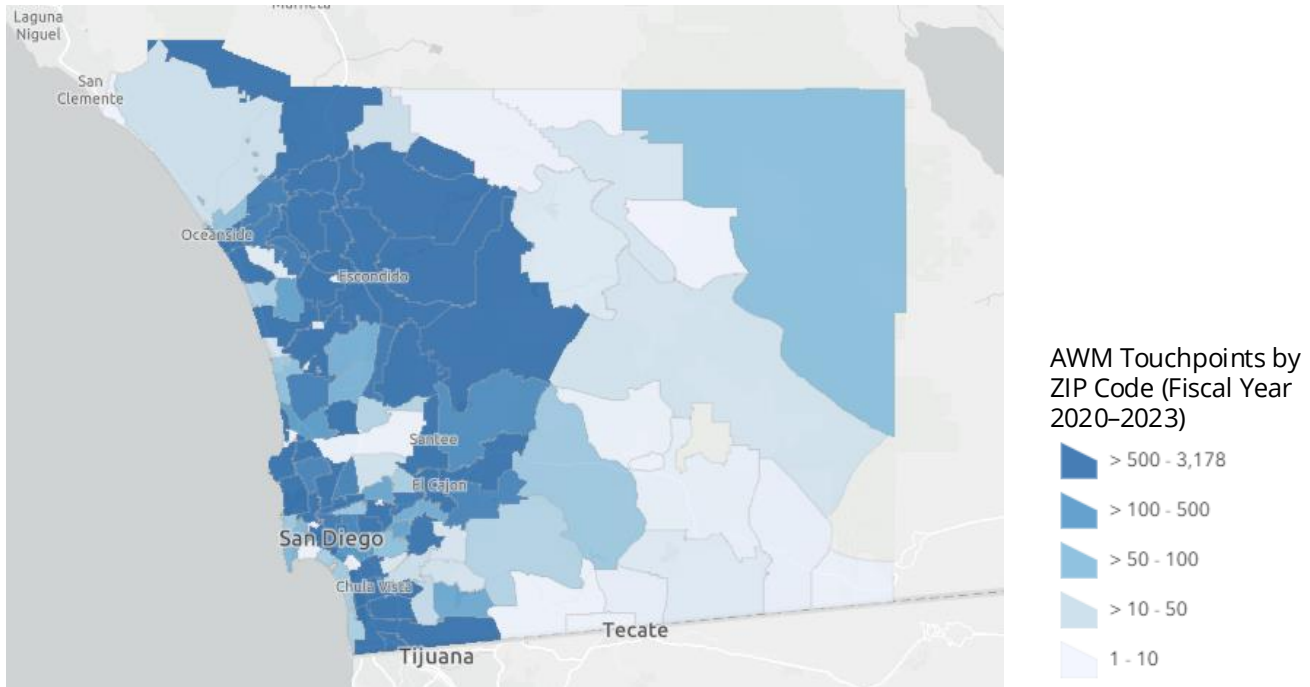
Demographic comparisons use the U.S. Census Bureau's 2019–2023 American Community Survey (ACS) 5-year estimates, the most recent dataset that aligns temporally with the Fiscal Years 2020–2023 service window. While population shifts occurred during and immediately after the COVID-19 pandemic, the ACS 5-year estimates smooth year-to-year variation and provide the most stable ZIP Code-level population baseline available. As such, the findings are expected to reflect meaningful geographic and demographic patterns in AWM's reach, even if small changes in population occurred during the study period.

Because AWM data were limited to ZIP Code and did not include individual-level participation or direct measures of service need, this approach provides a high-level view of reach rather than a precise measure of access. Concentrations of activity often reflect where agriculture, commerce, and industry are located, rather than customized inclusion or exclusion of specific populations.

Program Reach

Between Fiscal Years 2020–2023, AWM carried out nearly 50,000 inspections, certifications, and regulatory actions. Activity is highly concentrated, with 37 ZIP Codes recording over 500 actions each and 45 ZIP Codes recording between 101 and 500. By contrast, more than 330 ZIP Codes saw only 1–10 touchpoints. Taken together, high-engagement ZIP Codes (101+ touchpoints) cover 3.1 million residents, or the majority of the region, while low-engagement ZIPs (fewer than 10 touchpoints) cover just 14,307 residents, or 0.5% of the region.

Map 10: AWM Touchpoints by ZIP Code



AWM touchpoints by ZIP Code for Fiscal Year 2020-2023, illustrating the geographic concentration of program engagement. Higher touchpoint counts cluster in dense urban and coastal areas; lower counts are concentrated in eastern inland ZIP Codes.

Source: San Diego County Agriculture, Weights and Measures Department, U.S. Census Bureau, ACS 2019–2023 5-Year Estimates, retrieved via tidycensus; HR&A analysis.

Note: ACS ZIP Code-level data are sample estimates and should be interpreted as indicative of spatial patterns, not exact counts. Small population sizes increase sampling variability; interpret comparisons cautiously.

Interpreting demographic patterns: AWM does not collect demographic information on individual businesses, workers, or residents served through inspections or regulatory activities. The comparisons below do not describe the characteristics of people directly inspected or served. Instead, they compare regionwide Census demographics to the demographic profile of residents living in ZIP Codes with higher versus lower concentrations of AWM program activity, using ZIP Code as a geographic proxy for where regulatory and inspection work is concentrated.

Across gender, race, and income, differences between high- and low-engagement areas are driven primarily by factors such as land use, economic activity, and population scale rather than by demographic targeting or exclusion. High-engagement areas closely mirror regionwide population characteristics but are wealthier and more commercially active, while low-engagement areas are small, atypical, and structurally distinct. This suggests that observed disparities reflect where regulated activities occur—not unequal service access to residents—and underscores the importance of pairing regulatory data with population benchmarks when evaluating equity impacts.

Gender

Regionwide, women represent approximately 49.4% of the population. In high-engagement areas, women comprise 49.5%, effectively mirroring the regional baseline. In low-engagement areas, women account for only 20.0% of residents, with men comprising 80.0%. This divergence reflects the atypical demographic profile of these small, largely rural or industrial ZIP Codes rather than a systematic difference in service reach in population-based communities.

Race and Ethnicity

Regionwide, the population is approximately 43.5% White, 11.9% Asian, and 4.4% Black. High-engagement areas closely track this composition, at 43.0% White, 11.9% Asian, and 4.4% Black, indicating that these areas are broadly representative of the region's overall racial and ethnic distribution. Low-engagement areas differ more noticeably, with Black residents comprising 14.5% of the population—more than three times the regionwide share—though these ZIP Codes represent a very small and highly specialized portion of the region's total population. This pattern reflects the distinct geography and land-use profile of these areas rather than unequal access to services across the population.

Income

The regionwide median household income is approximately \$75,000–\$80,000. High-engagement areas are substantially wealthier, with average household incomes of \$109,600, substantially above the regional median. This reflects where agricultural, commercial, and industrial activity is located in the region—not a relationship between income level and regulatory attention. In contrast, low-engagement areas average \$43,500, consistent with their characterization as small, rural, or industrial zones with limited residential and commercial density.

Gender-Specific Service Provision

AWM collaborated with several departments in the Health Human Services Agency (HHS) and has expanded food access initiatives that directly benefit women as primary caregivers. A key example is its support for the Women, Infants, and Children (WIC) Program, which provides federal nutrition assistance to low-income mothers and children. Between 2021 and 2024, the number of Certified Farmers' Markets in the San Diego County region accepting WIC grew by 75.0% (from 8 to 14), and participating farmers increased by 38.0% (from 39 to 54). AWM and HHS drove this expansion by assisting vendors with program requirements, setting up WIC and Supplemental Nutrition Assistance Program (SNAP) systems, and distributing outreach materials through WIC packets, libraries, schools, transit hubs, and food banks, ensuring women and caregivers were aware of new access points for fresh produce.

The Healthy Refrigeration Grant Program (HRGP) complemented these efforts by equipping corner stores, food pantries, and donation centers with refrigeration units to stock fresh, culturally appropriate foods. While not explicitly gender-customized, HRGP supports women's role as household food providers by making healthy options more affordable and accessible. Together, these programs show how AWM advances gender equity by strengthening women's ability to secure nutritious food for their families.

Findings and Potential Opportunities

Gender and race do not appear to be key differentiators in access to County agricultural services or regulatory oversight, as patterns generally align with the geographic and industrial composition of the County's agricultural economy. However, applying a gender lens provides valuable context for understanding occupational and environmental health patterns within agricultural employment, where national data show gender differences in exposure risk and economic participation (ILO, 2023; CDC, 2022).

In addition, AWM's food access programs represent a clear equity strength. Embedding outreach through women-centered channels, and supporting small retailers through HRGP have increased women's ability to access fresh, affordable foods. Building on these successes presents an opportunity for AWM to deepen its equity impact, particularly in communities facing economic or geographic barriers to healthy food access.

Department of Environmental Health and Quality

Department Mission Analysis

The County of San Diego's Department of Environmental Health and Quality (DEHQ) protects the environment and enhances public health through education, monitoring, inspection, and enforcement. DEHQ works to prevent disease and reduce environmental risks by overseeing food safety, housing and pool inspections, drinking and recreational water quality, and onsite wastewater systems. The department also regulates hazardous materials and hazardous waste management, responds to environmental health complaints, and promotes pollution prevention and environmental responsibility. Guided by its mission to safeguard community health while protecting natural resources, DEHQ serves all residents of the San Diego County region by fostering safe, sustainable, and healthy environments.

CEDAW Alignment

DEHQ's mission directly intersects with the local CEDAW principles related to healthcare, access to public services, and economic development. By ensuring safe food, housing, water, and septic waste water systems, and by regulating hazardous materials, the department plays a central role in protecting community health and providing equitable access to essential environmental services. These protections reduce preventable health risks and create safer environments for residents, workers, and visitors across the San Diego County region.

Through its permitting, compliance, and outreach activities, DEHQ also supports CEDAW's emphasis on equity and economic justice. By helping businesses meet health and safety standards while safeguarding consumers, the department sustains economic activity and ensures public confidence in these shared environments. Together, these functions advance gender equity by promoting health, expanding access to safe public services, and supporting inclusive economic participation across the San Diego County region.

Description of Track 2 Data Available

Permit-level data for Fiscal Year 2020–2023 covering a range of environmental and public health regulatory activities were examined. Each record in the dataset represents an individual permit issued by the department and includes the permit type, subtype, category, and ZIP Code of the service location. No demographic attributes beyond ZIP Code were available, limiting disaggregation to geographic analysis only. These data are used to identify patterns, not assess program performance. In addition, because the permit data identify service locations but not service populations, demographic comparisons should be interpreted with caution.

Methodological Note on Scope and Interpretation: DEHQ's regulatory datasets capture information about permits, inspections, and compliance activities by program area and ZIP Code. They do not include demographic information about business owners, operators, or residents. Accordingly, this analysis examines the geographic and land-use distribution of DEHQ's regulatory activity, not the demographic characteristics of people or businesses. Population data are used only as a contextual denominator to illustrate relative intensity of regulatory activity across different parts of the region. Findings should be interpreted as describing where regulatory oversight is concentrated, not who is being served or impacted.

Comparative Analysis of County as a Service Provider

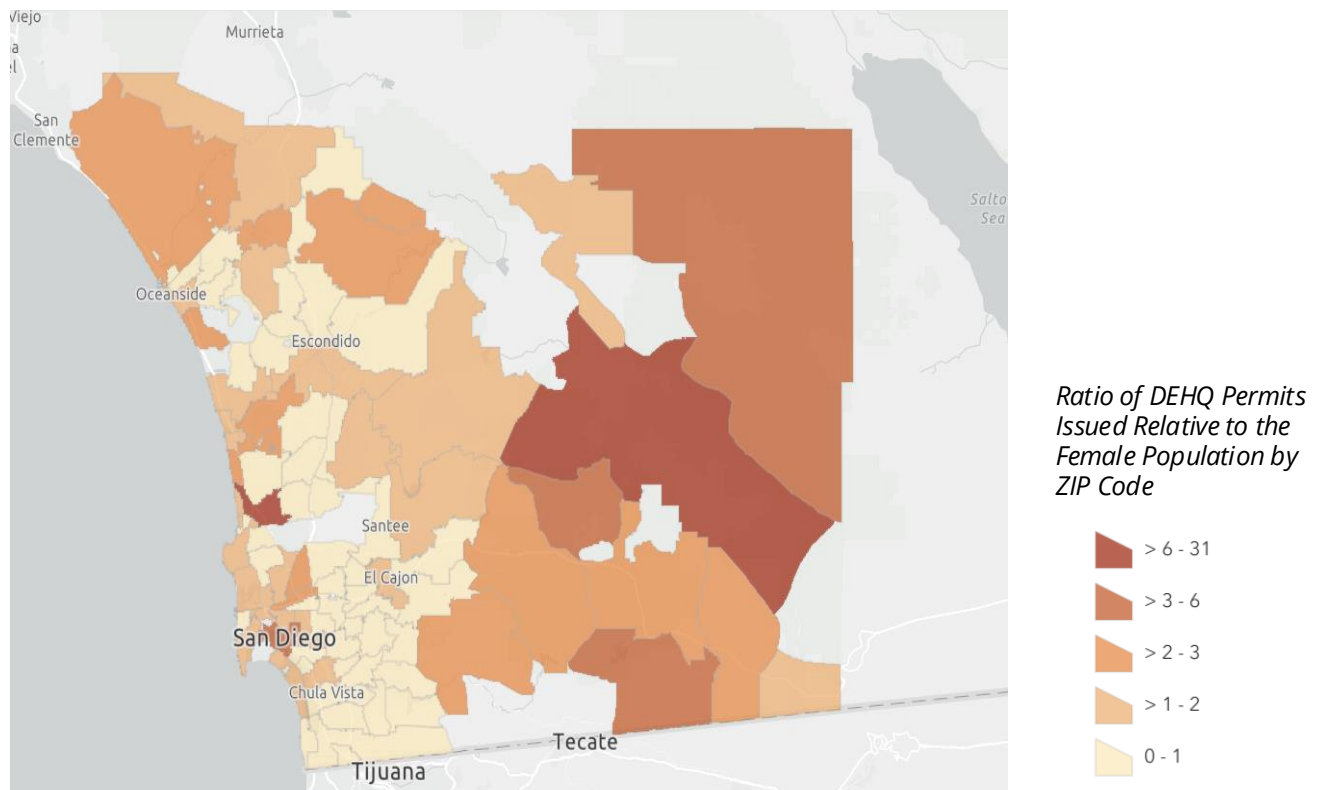
To understand how DEHQ's permitting activity aligns with community needs, permits issued between Fiscal Years 2020–2023 were grouped by ZIP Code and compared with U.S. Census Bureau population data. Because permitting activity does not occur uniformly every year across all locations, combining multiple years of data provides a more complete and representative view of where DEHQ's work is concentrated over time. Annual fluctuations in permit volume often reflect project timelines, business activity, or regulatory cycles rather than shifts in community demand.

Unlike departments that serve consistent populations each year, DEHQ's work is event-based and cyclical; aggregating multiple years ensures that infrequently permitted sites and communities are still represented in the analysis.

Population comparisons are based on the U.S. Census Bureau's 2019–2023 American Community Survey (ACS) 5-year estimates—the most recent dataset that aligns with the Fiscal Year 2020–2023 service window. While population changes occurred during and after the COVID-19 pandemic, these ACS 5-year estimates smooth short-term variation and provide the most reliable ZIP-level baseline for analysis.

Because DEHQ permit data does not include demographic details, population counts serve as a proxy for who is affected. For each ZIP Code, the analysis calculated permits per 1,000 residents overall and separately per 1,000 women and 1,000 men to show where permitting activity is most concentrated. Each ZIP's share of all DEHQ permits was then compared with its share of the region's total or female population. These ratios establish a descriptive baseline for understanding how environmental health activity is distributed geographically and across population groups, rather than indicating direct gender disparities.

Map 11: Ratio of DEHQ Permits Issued Relative to the Female Population, by ZIP Code



Ratio of DEHQ permits issued relative to the female population by ZIP Code, illustrating the geographic distribution of environmental health permit activity. The highest ratios are concentrated in rural eastern inland ZIP Codes; the lowest ratios are spread across urban and coastal communities.

Source: County of San Diego Department of Environmental Health and Equity, U.S. Census Bureau, ACS 2019–2023 5-Year Estimates, retrieved via tidycensus; HR&A analysis.

Note: ACS ZIP Code-level data are sample estimates and should be interpreted as indicative of spatial patterns, not exact counts. Small population sizes increase sampling variability; interpret comparisons cautiously.

Geography and Land Use Patterns

Between Fiscal Years 2020–2023, DEHQ conducted a high volume of permitting, inspection, and regulatory activities across the San Diego County region, with activity levels varying substantially by ZIP Code. These differences primarily reflect land use, infrastructure type, and regulatory jurisdiction rather than population characteristics.

ZIP Codes with the highest levels of DEHQ activity tend to correspond to areas with greater concentrations of regulated facilities and systems—such as food establishments, hazardous materials sites, septic systems, wells, and other environmental health infrastructure. In contrast, ZIP Codes with lower activity levels are more likely to be sparsely populated, dominated by open space or federal land, or characterized by land uses that generate fewer DEHQ-regulated facilities.

Rural and unincorporated areas show distinct patterns of regulatory activity related to on-site wastewater systems, small water systems, and agricultural or resource-based land uses, while more urbanized areas show higher volumes of food facility inspections, housing-related environmental health oversight, and commercial or industrial compliance activity. These differences are consistent with DEHQ's role as a land-use- and facility-based regulator whose workload is shaped by the location and type of regulated activities rather than by the demographic composition of residents.

Importantly, variation in regulatory “touchpoints” across ZIP Codes should not be interpreted as differences in service access, service quality, or population need. Instead, they reflect the spatial distribution of regulated infrastructure, businesses, and environmental health risks that fall within DEHQ's statutory authority.

Findings and Potential Opportunities

This analysis shows that DEHQ's regulatory activity is highly uneven across the region due to land use patterns, infrastructure systems, and the location of regulated facilities. Areas with higher concentrations of food establishments, industrial or commercial activity, on-site wastewater systems, and other regulated uses naturally generate more permits, inspections, and compliance actions. Conversely, areas with limited development, different jurisdictional arrangements, or fewer regulated facilities show lower volumes of activity.

These findings reinforce that DEHQ's regulatory footprint reflects the physical and economic geography of the region rather than the demographic composition of communities. As such, this analysis should be understood as a descriptive overview of where environmental health regulation is concentrated, not as an assessment of who benefits from or is burdened by DEHQ programs.

Future equity-focused analysis related to environmental health would require different data sources—such as information on environmental exposures, health outcomes, community complaints, or access to remediation and mitigation resources—rather than permit and inspection counts alone. Within the scope of this report, the DEHQ findings provide a baseline understanding of the department's geographic and regulatory footprint rather than a measure of equity impacts or service access.

Parks and Recreation

Department Mission Analysis

The County's Department of Parks and Recreation (DPR) provides healthy, sustainable, and enriching environments through the maintenance of parks, open spaces, and recreational programming. The department manages the County's extensive park system, including neighborhood parks, regional preserves, community centers, and camping parks, while delivering programs that promote physical activity, cultural engagement, and environmental stewardship. Guided by its mission to provide accessible and enriching spaces for all, and its vision to connect every resident to San Diego's world-class park system, the department enhances quality of life, supports community well-being, and ensures public spaces are safe, sustainable, and inclusive.

CEDAW Alignment

DPR directly intersects with the local CEDAW principles related to access to public services, healthcare, and economic development. By maintaining parks, recreation centers, and open spaces, the department ensures equitable access to safe environments that support physical activity, mental health, and community well-being. These services create vital opportunities for women and caregivers, who often bear disproportionate responsibility for family health and child development (see Section 3.3; HR&A analysis of ACS 5-Year PUMS 2019–2023).

Through its recreational programming, cultural events, and stewardship of public spaces, DPR also supports CEDAW's emphasis on economic development and equity. Affordable and accessible recreation reduces barriers for working families, while community centers and youth programs provide safe, enriching environments that strengthen social support networks. Together, these efforts advance gender equity by expanding access to healthy environments, supporting inclusive public services, and enhancing economic and social opportunities for women and families across San Diego.

Description of Track 2 Data Available

This dataset includes an inventory of parks and recreation facilities managed by DPR. These sites are located primarily in unincorporated areas of the region, where the County has direct responsibility for park planning, maintenance, and programming.

Because incorporated cities—such as San Diego, Chula Vista, Escondido, La Mesa, Lemon Grove, and Encinitas—operate their own municipal park systems, the dataset does not include facilities managed by city jurisdictions. As a result, the analysis reflects which areas are managed by the County versus cities and focuses on the geography where the County provides services directly.

The dataset does not contain demographic or programmatic information (e.g., user participation, age, gender, or race/ethnicity) and only includes ZIP Code-level location data for each facility. This limits the ability to identify detailed demographic or equity patterns. However, it provides a comprehensive foundation for assessing the spatial distribution of County-managed parks and facilities within DPR's jurisdictional scope.

Comparative Analysis of County as a Service Provider

To understand how the County's Parks and Recreation facilities are distributed, the analysis aggregated the number of County-operated parks and recreation sites by ZIP Code. This was then compared the demographics of ZIP Codes with no County facilities to regionwide demographics to provide context on which populations live in areas without direct County park infrastructure. For additional comparison, ZIP Codes with four to six facilities—areas with above-average but not extreme concentrations— were also examined to understand where the County's presence is most visible.

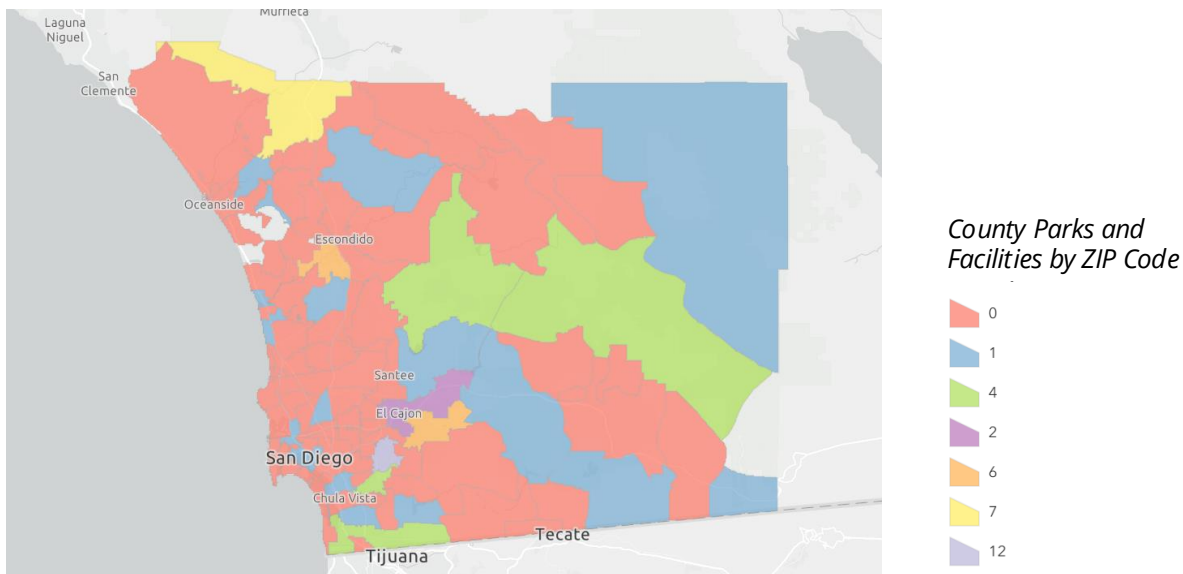
This analysis is limited to County-operated parks and does not include facilities managed by individual cities, such as San Diego, Chula Vista, Escondido, or La Mesa, which operate their own municipal park systems. As such, the results should be interpreted as a descriptive view of where the County provides services within its jurisdiction, rather than a regionwide assessment of park access or unmet need. The goal is to help inform future planning and coordination by showing how County investments are distributed relative to population patterns within the areas it directly serves.

Program Reach

The distribution of County-operated parks and facilities reflects the County's jurisdictional focus on unincorporated areas rather than the full geography of San Diego County. Of the ZIP Codes analyzed, 81 contain no County-managed recreational spaces. Together, these ZIP Codes include approximately 2.2 million residents, most of whom live in incorporated cities—such as San Diego, Chula Vista, Escondido, and La Mesa—that operate their own municipal parks and recreation systems. As a result, the absence of County facilities in these areas does not indicate a lack of access to parks overall but rather reflects the division of responsibility between the County and city governments.

By contrast, ZIP Codes with multiple County-operated facilities—typically in unincorporated or semi-rural areas—illustrate where the County's investments are concentrated. Eight ZIP Codes contain four to six facilities, together serving about 449,000 residents. This pattern aligns with the County's role in providing parks in unincorporated and rural areas that complement, rather than duplicate city-operated systems.

Map 11: Distribution of County Parks and Facilities by ZIP Code



Source: County of San Diego Department of Parks and Recreation, U.S. Census Bureau, ACS 2019–2023 5-Year Estimates, retrieved via tidycensus; HR&A analysis.

Note: ACS ZIP Code-level data are sample estimates and should be interpreted as indicative of spatial patterns, not exact counts. Small population sizes increase sampling variability; interpret comparisons cautiously.

Gender

More than 1.1 million women reside in ZIP Codes with no County-operated facilities, representing 68.5% of the region's female population. For context, approximately 1.1 million men also reside in ZIP Codes with no County facilities, representing approximately 66.7% of the region's male population—a similar share, indicating the pattern is geographic rather than gender-specific. However, most of these ZIP Codes fall within incorporated cities—such as San Diego and Chula Vista—that manage their own municipal parks and recreation systems. Therefore, the absence of County facilities in these areas does not indicate limited access to recreation for women overall but rather reflects the County's jurisdictional focus on unincorporated areas.

By comparison, ZIP Codes with four to six County-operated facilities—primarily in unincorporated or semi-rural areas—serve about 224,000 women, or 14.1% of the region's female population. These patterns illustrate the County's role as a provider of regional recreation resources rather than an indicator of gender-based differences in access.

Race and Ethnicity

ZIP Codes with no County facilities (e.g., Chula Vista, Mira Mesa, City Heights, Encanto, College Area) have an average population that is 32.7% Hispanic and 17.2% Asian. ZIP Codes with multiple County facilities average 35.4% Hispanic and 5.8% Asian (range: 0%–13.1%). When examined separately, White residents comprise a larger share of the population in ZIP Codes with multiple County facilities (49.8%) than in ZIP Codes without County facilities, reflecting differences in land use patterns and jurisdictional boundaries rather than differences in service access or need.

These results should be interpreted as describing where County facilities are located, not as an assessment of whether different communities are adequately served when all parks and facilities are considered—such as those within incorporated cities such as San Diego and La Mesa. While the share of Hispanic residents in both groups is roughly consistent with the region's overall population, areas without County facilities tend to have higher Asian populations. This reflects their location within incorporated cities such as Chula Vista and Mira Mesa, rather than differences in service access or need.

Income

The relationship between income and access to County-operated parks reflects the County's service focus on unincorporated and semi-rural areas, rather than income-based differences across the full region. Lower- and moderate-income ZIP Codes such as City Heights (92105; \$65,174), the College Area (92115; \$75,178), Chula Vista (91910; \$87,000), and Encanto (92114; \$90,000) have no County-managed parks, but each lies within incorporated cities that maintain their own municipal recreation systems. Their absence from the County portfolio therefore reflects jurisdictional boundaries, not a lack of park access overall.

By contrast, ZIP Codes with multiple County facilities—such as Rancho San Diego/El Cajon (92019; \$99,266) and West Escondido (92029; \$120,038)—tend to have higher median household incomes and are located in unincorporated areas where the County serves as the primary provider. These patterns are consistent with the County's role in maintaining regional and rural recreation assets that complement city-operated systems.

Findings and Potential Opportunities

Overall, the data show that differences in access to County-operated parks and facilities primarily reflect jurisdictional and geographic patterns, rather than inequities in service delivery. Many urban and racially diverse ZIP Codes—including areas such as City Heights, Chula Vista, and Mira Mesa—lack County-operated facilities because they fall within incorporated cities that manage their own parks. Some of these areas, such as City Heights, are also comparatively lower-income, which makes the availability of city-operated alternatives particularly important. Conversely, smaller, higher-income unincorporated communities tend to have multiple County facilities, consistent with the County's role as a provider of regional and rural recreation resources.

While park access and maintenance data do not show gender-based differences in service delivery, applying a gender lens provides context for understanding how park proximity and access may interact with broader patterns in how different groups use public space. As described in Section 3.3, women's use of public spaces is shaped by factors including mobility, transportation access, and time constraints, which may influence how residents benefit from park access across the County.

Continuing to include equity considerations in future park planning and investments can further strengthen inclusivity across the broader regional parks network, including through coordination with city park systems to address gaps in areas with high residential density and diverse communities.

Due to its administrative scope and recent establishment in 2022, the following department did not have data available to submit as part of this baseline analysis. However, the department elected to provide a narrative description of work aligned with the County's CEDAW principles. This voluntary submission is included below to offer additional context on how CEDAW-related values are being integrated across LUEG operations, even where quantitative data are not yet available.

Office of Sustainability and Environmental Justice

Department Mission Analysis

The County's Office of Sustainability and Environmental Justice (OSEJ) was established in 2022 and advances sustainability and environmental justice initiatives across County departments and in partnership with regional and community-based organizations. Because OSEJ was founded in 2022, its submissions and activities only cover part of the 2022 Calendar Year, unlike departments with longer histories. The office focuses on coordination, policy development, community engagement, and program design to address environmental burdens and improve environmental outcomes, particularly in communities that have experienced disproportionate impacts from pollution, climate risks, and historic disinvestment.

OSEJ's work is primarily cross-cutting and collaborative rather than service-delivery focused. Many of its efforts center on convening partners, supporting community participation, and integrating equity considerations into Regionwide sustainability and climate initiatives.

CEDAW Alignment

Although exempt from the reporting requirements for this analysis, OSEJ provided information describing initiatives that align with the County's local CEDAW principles. The office's work supports principles related to access to public services, environmental health, and equitable participation in decision-making. Because OSEJ does not collect demographic service data, this section highlights selected initiatives that illustrate how equity considerations are incorporated into sustainability and environmental justice efforts, rather than presenting findings about outcomes or impacts for specific groups.

Description of Data Available

OSEJ tracks information related to events, meetings, and participation levels, but it does not collect detailed demographic data on participants. As a result, this section does not present a demographic analysis of who is served. Instead, it describes the types of initiatives OSEJ leads and the equity goals they are designed to advance, based on program documentation and information provided by the department.

For example:

- **Air Purifier Distribution Pilot Program:** OSEJ, in partnership with various County departments, provided a focused relief effort that responded to immediate household needs through the distribution of air purifiers and filters for individuals impacted by the Tijuana River Valley sewage crisis. This offered practical support to families disproportionately exposed to environmental hazards. These interventions strengthened family resilience while advancing the County's equity goals.

- **Community Climate Conversations:** In partnership with community-based organizations, OSEJ-hosts these gatherings across the San Diego region to bring community, local agencies, and decision makers together to grow community ideas, assets, and readiness and co-create projects under the Regional Decarbonization Framework that already have local momentum. OSEJ works with organizations representing local communities to guide the topics for these conversations. In this way, OSEJ helps build trust between community members and government agencies, while also supporting coordination across jurisdictions, recognizing that many environmental challenges—such as reducing greenhouse gas emissions—extend beyond individual agency or city boundaries. The Community Climate Conversations reduce barriers to engagement by providing multilingual interpretation (e.g., Arabic, Spanish, Dari, Mandarin, and Vietnamese) and using accessible and welcoming community settings such as libraries, community centers, and gardens. These strategies are intended to reduce language and access barriers and to support participation by immigrant and refugee communities, including women, in climate and sustainability planning.
- **Environmental Justice Workgroup:** The Workgroup brings together residents with lived experience—including women, immigrants, individuals from BIPOC communities, Tribal members, youth, and unhoused individuals—to directly shape County and other jurisdictions’ sustainability policies, programs, and services with a social equity focus. The group advises the County and other jurisdictions on a range of sustainability, resilience, and climate action themes, such as decarbonization; air quality; extreme heat, floods, and wildfires; food security; and affordable housing. The goal is to create structured opportunities for communities that have experienced environmental burdens to inform and influence regional climate and sustainability efforts.
- **Food Justice Community Action Plan:** This effort illustrates how County-led initiatives can incorporate perspectives related to caregiving, household nutrition, and food access, which are often shaped by gender roles. With input from more than 1,500 individuals and organizations across diverse neighborhoods, the action plan incorporated community input, including perspectives related to caregiving and household food access, into strategies, programs, and policy recommendations to support food access and to reduce food insecurity.
- **Tribal Community of Practice:** Tribal partnerships provide another avenue for equitable service provision. The County is creating a roadmap for stronger tribal partnerships to nurture mindful and mutual approaches for the health and quality of life of Tribes throughout the region. This includes streamlining County activities through an organization-wide Tribal Community of Practice, broadening the knowledge base about the region’s rich cultural geography, and reframing land acknowledgement meaningful actions and outcomes. Through the established position of the Tribal Liaison, OSEJ has created space for Native women—often cultural leaders and caregivers—to shape County programs in ways that reflect Tribal community values.

Taken together, these practices position OSEJ as a service provider that links climate action and environmental justice with equity, embedding women’s voices and lived experiences into planning and ensuring that benefits such as clean air, safe food, and resilient communities are shared across the San Diego County region.



4.4 Public Safety Group

4.4 Public Safety Group

The Public Safety Group (PSG) has the following departments:

Departments whose demographic data were included in this report:

- Child Support Services
- District Attorney's Office
- Probation
- Public Defender
- Sheriff's Office

Departments whose data were not included in this report:

- Animal Services
- Emergency Services
- Group Executive Office (administrative)
- Medical Examiner
- San Diego County Fire

Some exempt departments opted to submit narratives of CEDAW related work as a part of this baseline assessment. Please refer to the end of this section for works submitted by exempt departments.

The Public Safety Group (PSG) includes departments responsible for criminal justice administration, public protection, emergency services, and public accountability. These departments serve diverse roles, including investigation, prosecution, and defense, as well as detention, probation, victim services, child support enforcement, and post-release supervision. PSG also oversees fire protection, emergency medical services, and animal care in unincorporated areas.

Many PSG departments serve caseloads that are disproportionately male. This reflects broader national and historic systemic trends (Bureau of Justice Statistics, 2023; Council on Criminal Justice, 2022) in which men are more likely to be justice-involved or serve as non-custodial parents. These clients typically do not access services voluntarily, but rather through court-mandated or legal processes. Nonetheless, gender-equitable service delivery in these settings remains CEDAW-aligned when it addresses the underlying factors that drive system involvement, reduces recidivism and harm, and advances trauma-informed, culturally responsive care that benefits all genders.

Demographic patterns presented in this section describe the composition of populations who come into contact with the justice system through specific pathways—such as arrest, detention, investigation, or legal representation—and do not reflect the likelihood of any demographic group to engage in criminal behavior. Multiple factors shape who enters the justice system, including law enforcement practices, charging decisions, access to legal resources, socioeconomic conditions, and historic patterns of disinvestment in certain communities. Overrepresentation of a particular racial, ethnic, or gender group in these data should not be interpreted as evidence of greater propensity toward crime or misconduct within that group. Rather, these figures offer a descriptive baseline of who is currently reflected in available administrative records and provide a starting point for understanding where systemic patterns may warrant further examination.

Child Support Services

Department Mission Analysis

The Department of Child Support Services (DCSS) offers guidance throughout the child support process and connects families with local resources to promote children's growth and success. Through individual case management, the department can establish and modify orders for child support obligations, collect and disburse payments, locate noncustodial parents, and establish paternity.

DCSS is committed to connecting parents with the appropriate resources to support children holistically and understands that this support requires partnership across a variety of resources. The department has partners on-site weekly to provide parents with access to resources such as childcare, domestic violence assistance, legal assistance, housing, education, employment and more. The department also attends a variety of outreach events monthly to provide the community with referrals and resources to help family self sufficiency.

CEDAW Alignment

DCSS's beneficiary population includes children and their caregivers, including families whose support obligations may extend beyond the age of minority or involve past-due support (i.e., arrears). The department's services ensure that children and families receive consistent financial and relational support through effective engagement with parents and guardians.

While children are primary beneficiaries, the circumstances of their caregivers—most often mothers—shape how effectively child support systems function. Regionwide data, discussed in Section 3.3. Intersectional Gender Inequity by Focus Populations, show that women in households with children under 6 years of age face lower earnings, lower employment rates, and greater income disparities than other residents. DCSS's work in child support case management and its partnerships with workforce development, legal aid, and domestic violence service providers help address these barriers. By supporting parents' stability and safety, the department strengthens the overall well-being of children.

Description of Track 2 Data Available

The Title IV-D Child Support Program aggregates data on all parents and guardians participating in child support cases, through whom the department facilitates financial and support services that ultimately benefit children. In some cases, support obligations and collections extend beyond a child's minority or involve arrears payable to a parent or caregiver. Data were compiled from Fiscal Year 2020–2021 to Fiscal Year 2022–2023. Data were aggregated by gender for overall participation, custodial parent roles, and incarceration status. A custodial parent is a designated legal guardian primarily responsible for a child's care and upbringing. Data on race, age group, and public assistance status were provided but not aggregated by gender.

In interpreting these data, it is important to note that a substantial share of DCSS case participants also intersect with other County systems. DCSS administrative data indicate that a majority of participants have current or prior public assistance involvement, and roughly 14,000 participants are justice-involved. As a result, some individuals may appear in multiple departmental datasets. This analysis does not adjust for cross-departmental duplication and relies only on DCSS data to describe patterns of service engagement, not to assess program performance. For consistency across departments and comparability with ACS data, the analysis uses only the most recent year of available data, Fiscal Year 2022–2023.

Comparative Analysis of County as a Service Provider

This comparison uses regionwide population data as contextual background rather than as a measure of program need or program performance, recognizing that DCSS serves a legally defined and system-involved population.

As noted in the introduction to this section, demographic patterns presented here describe the composition of populations who come into contact with the justice system through specific pathways and do not reflect the likelihood of any group to engage in criminal behavior. These figures provide a descriptive baseline and should be interpreted alongside the contextual factors and data limitations described throughout this section.

Gender

Participants in the Title IV-D Child Support Program closely reflect regionwide population averages: women account for 50.2% of participants while men comprise 48.6%. However, women are overwhelmingly more likely to be custodial parents than men (92.4% vs. 6.3%). This distribution mirrors national patterns, where women are significantly more likely to serve as custodial parents—a reflection of broader caregiving norms and structural inequities that influence how financial and caregiving responsibilities are divided. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results. Understanding this gender imbalance is important because it shapes the caregiving and financial context in which children, the program's beneficiaries, receive support. When most custodial parents are women, economic disparities affecting women can indirectly affect children's well-being.

Equity-Focused Initiatives

DCSS incorporates equity into its service delivery by focusing on the specific challenges faced by custodial parents—who are overwhelmingly women—and by fostering partnerships with community-based organizations that expand access to holistic supports. In alignment with CEDAW's focus on equitable service delivery and the prevention of gender-based harm, DCSS also engages in focused outreach efforts designed to reduce systemic barriers and improve outcomes for system-involved families.

One area of strategic investment is the department's focus on supporting non-custodial parents, particularly fathers, through targeted outreach and parenting programs. While these parents may not have day-to-day caregiving responsibilities, strengthening their capacity to engage in their children's lives, both financially and emotionally, can directly benefit the well-being of custodial parents and reduce economic hardship. For example, the Fathers First Program, launched in April 2025, uses the evidence-based 24/7 Dad curriculum to provide parenting education, community resource referrals, and bonding opportunities like "Daddy Meet Ups" to support current and expectant fathers. Similarly, DCSS partners with the Vista Community Clinic's Dads Club, participating in clinic events to share child support information and connect families to services.

To support mothers and survivors of domestic violence, DCSS has embedded services at One Safe Place, where a case manager is on-site twice weekly to assist participants. Bilingual staff also attend Cafecito la Comunidad, a monthly gathering focused on supporting Spanish-speaking families. The department has also partnered with Black Infant Health, a Health and Human Services Agency Public Health Services' program for Black and African American women who are pregnant or recently postpartum. Since September 2024, this partnership has included collaborative outreach at DCSS's Super Saturday events, providing access to prenatal/postpartum services, health education, and transportation assistance.

Together, these partnerships reflect DCSS's commitment to gender-responsive service delivery, with particular attention to the needs of women-headed households and underrepresented communities. By supporting both custodial and non-custodial parents in meaningful ways, DCSS advances CEDAW-aligned outcomes rooted in economic equity, family stability, and the prevention of gender-based disparities.

Findings and Potential Opportunities

Data from the Title IV-D Child Support Program show that men and women participate at similar rates; however, women overwhelmingly serve as custodial parents, accounting for 92.4% of all primary caregivers, compared to 6.3% for men. These patterns are consistent with broader caregiving norms that shape the environments in which children and families—the program’s primary beneficiaries—are supported. Because the program’s success depends on the stability of both custodial and non-custodial parents, challenges such as income insecurity, limited employment opportunities, incarceration, and domestic violence can affect the consistency of child support payments and, by extension, children’s well-being.

DCSS’s existing partnerships and embedded services—including workforce development referrals, legal aid, and domestic violence supports—play an important role in stabilizing families and ensuring consistent support for children. Continued investment in these collaborations can help reduce barriers facing parents and strengthen outcomes for the children they support. Potential opportunities could include expanding cross-departmental data collaboration with agencies, such as Health and Human Services and Probation, to identify families facing overlapping challenges that may compromise children’s financial and emotional stability.

District Attorney's Office

Department Mission Analysis

The San Diego County District Attorney's Office (DA) prosecutes felony crimes regionwide and misdemeanors in unincorporated areas, handling approximately 40,000 cases annually. The Office represents the People of the State of California in criminal proceedings and plays a central role in the criminal legal system through prosecution, appeals, and case review functions. The DA prosecutes both adult and juvenile matters, including delinquency proceedings involving individuals under age 18.

In addition to its prosecutorial role, the DA supports victims of crime through its Victim Services Division, which assists more than 15,000 individuals each year with crisis support, safety planning, and court navigation. The DA also participates in collaborative courts—such as drug, mental health, and veteran courts—that emphasize rehabilitation and reduced recidivism. Its Bureau of Investigation supports complex investigations and regional task forces, and the DA conducts public education and prevention efforts, including school-based programs, Gun Violence Restraining Order training, and fentanyl awareness campaigns.

When appropriate, the Juvenile Division promotes family-focused and community-based interventions, such as the use of diversion, restorative practices, and specialty courts, in coordination with the Court and partner agencies, to reduce deeper system involvement and support youth rehabilitation. These approaches reflect broader efforts within the justice system to incorporate trauma-informed and culturally responsive practices alongside public safety goals.

CEDAW Alignment

The work of the DA intersects with CEDAW principles primarily through its role in addressing gender-based violence, supporting victims, and participating in justice system approaches that recognize trauma and differential pathways into system involvement. The DA's Victim Services Division provides support to survivors of domestic violence, sexual assault, human trafficking, and other crimes that disproportionately affect women and gender-diverse individuals.

In addition, the DA's participation in collaborative courts and diversion initiatives reflects a broader system-wide shift toward rehabilitation-focused responses for individuals with behavioral health needs, substance use disorders, or other underlying challenges. While the DA's core legal obligation is to prosecute on behalf of the People of the State of California, these complementary functions align with CEDAW's emphasis on reducing harm, supporting survivors, and promoting more equitable justice system outcomes.

Description of Track 2 Data Available

Aggregated data were provided for adult criminal defendants in cases reviewed by the DA between January 2020 and May 2025. The dataset includes de-identified information on defendants whose cases were reviewed by the DA. It does not include juvenile cases. Demographic information is sourced from law enforcement records and is not independently collected or verified by the DA.

Data were aggregated by case type, judicial district location, gender, age group, and issued versus rejected status. Victim demographic data are not collected in a reportable format. These data are used solely to identify descriptive patterns in the adult case intake and review process, not to assess program performance or prosecutorial decision-making.

Comparative Analysis of County as a Service Provider

Because the DA does not provide services to defendants in the traditional sense, this section presents a descriptive analysis of patterns in adult cases reviewed by the DA, rather than an assessment of service access or outcomes.

As noted in the introduction to this section, demographic patterns presented here describe the composition of populations who come into contact with the justice system through specific pathways and do not reflect the likelihood of any group to engage in criminal behavior. These figures provide a descriptive baseline and should be interpreted alongside the contextual factors and data limitations described throughout this section.

Gender

Male defendants comprised the majority of reviewed cases, representing 77.5% of the total, while female defendants accounted for 22.5%. This pattern was consistent across case types—including felony, fugitive, infraction, and misdemeanor—where women made up roughly one-fifth of defendants in each category.

A decision to “issue” or “reject” a case determines whether charges will move forward based on the sufficiency of evidence or legal grounds. If sufficient cause exists, the case is “issued”; if not, it is “rejected.”

Among female defendants, the proportion of issued and rejected cases closely mirrored their overall representation in the dataset, indicating similar aggregate patterns in case intake decisions by gender at this stage of the process. These figures are presented for descriptive purposes only and should not be interpreted as an evaluation of prosecutorial decision-making. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Age Distribution

Female defendants in the adult criminal court system comprised approximately 20% of defendants across all age groups. The largest share of defendants fell within the 25–34 age range (21.1%). This age distribution aligns with regionwide demographics, where the 25–34 age range cohort represents the largest adult population segment after minors. Because the Track 2 dataset covers only adult criminal defendants, this age distribution reflects patterns within the adult criminal court system rather than the full scope of the DA’s work, which also includes juvenile matters.

For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides the regionwide population distribution by age group.

Location

Among cases with female defendants, the largest share occurred within the North County Judicial District, which encompasses communities in the northern portion of San Diego County including Vista, Oceanside, Escondido, San Marcos, and surrounding areas, (41.5%). Because demographic data are not collected at the judicial district level, these results cannot be directly compared with regionwide population averages.

Equity-focused Initiatives

While the DA does not serve individual clients in the traditional sense, it implements numerous initiatives that align with CEDAW’s focus on gender equity, trauma-informed services, and community-based supports. Programs such as the Juvenile Diversion Initiative (JDI) provide alternatives to prosecution for youth and young adults by connecting them with supportive services that address the root causes of justice involvement. These diversion efforts help reduce long-term system involvement and promote equitable outcomes for individuals at critical developmental stages.

The Pop-Up Homeless Court Resource Fairs represent another CEDAW-aligned innovation, offering on-site legal resolution and service connections for individuals experiencing homelessness—many of whom face overlapping barriers such as behavioral health needs, histories of trauma, and economic instability. Similarly, the DA's Family Justice Centers, located in South and North County, offer co-located services for victims of domestic violence, including medical care, therapy, case management, and legal support, in a trauma-informed and culturally responsive setting.

The DA also leads the Elder Justice Task Force, which addresses gendered dimensions of elder abuse and fraud through coordinated efforts with law enforcement, the FBI, and Adult Protective Services. Victim Services programs contribute to the recovery and safety of individuals impacted by crime by offering emotional support, crisis intervention, and material assistance. Public safety education campaigns and community outreach—such as those focused on fentanyl awareness, youth prevention, and gun violence restraining orders—further reinforce the DA's role in prevention and early intervention.

Findings and Potential Opportunities

The data shows that male defendants significantly outnumber female defendants, with women comprising only 22.5% of all reviewed cases, a trend that remains consistent across all case types—felonies, misdemeanors, infractions, and fugitive cases. The share of cases involving female defendants that are issued or rejected is proportional to their overall representation in the dataset, indicating similar aggregate patterns by gender in case intake outcomes within this adult defendant sample.

Although the DA operates a range of programs to support victims and address underlying causes of justice involvement, information on participation and outcomes was not available. Expanding data collection and evaluation around these initiatives could offer valuable insights into their reach and implementation, particularly for women and other historically marginalized groups, while remaining consistent with the DA's core prosecutorial role.

Probation

Department Mission Analysis

The County of San Diego Probation Department (Probation) promotes public safety by supervising adults and youth in the community, monitoring adults released by the Court under Supervised Own Recognizance status during the pretrial process, and assisting victims of crime. Probation serves as an “Arm of the Court,” with probation officers conducting presentence investigations that provide vital information to assist judicial decision-making. Probation also oversees youth placed in County juvenile facilities. These youth include those arrested by law enforcement agencies and awaiting Juvenile Court proceedings, those awaiting placement by the Court into short-term residential treatment facilities, and those committed to custodial programs by the Juvenile Court. Probation services are organized into two main divisions: Youth Development and Community Support Services (YDCSS) and Adult Reintegration and Community Supervision Services (ARCSS).

ARCSS adults can be ordered by the Court to three main supervision types including Formal Supervision, Post-Release Community Supervision and Mandatory supervision, each with distinct operating procedures, legal authorities, and procedural guidelines. Formal Supervision applies to adults sentenced to probation pursuant to Penal Code §1203 as an alternative to incarceration. Following California’s Public Safety Realignment Act (AB 109) in 2011, which shifted responsibility for certain lower-level felony offenders from the state to counties, Probation oversees both Post-Release Community Supervision and Mandatory Supervision populations. Post-Release Community Supervision includes adults with felony convictions who are released from state prison to community supervision by Probation—individuals who would have been supervised by State Parole prior to AB 109. Mandatory Supervision applies to adult clients convicted of eligible felonies who are sentenced pursuant to Penal Code §1170(h) to a “split” sentence, serving a portion in County jail and the remainder under Probation supervision while participating in the Mandatory Supervision Court program.

YDCSS provides prevention, early intervention, and diversion programs including alternatives to detention that are designed to prevent youths from entering or deepening their involvement in the justice system. For youth who are adjudicated for serious offenses, the Juvenile Court can declare the minor a ward of the Court as per Welfare and Institutions Code 602, in which case they are placed on Juvenile Supervision in the community and may participate in programs in the juvenile facilities as determined by the Court. Due to Senate Bill 823 enacted in 2021, the department also operates a Secure Youth Treatment Facility for youth who have been adjudicated for the most serious crimes who would have previously been served through the California Department of Juvenile Justice, which has been closed.

Through these different types of services, the department supports community safety through engagement and connecting individuals with services, while balancing opportunity with accountability. Clients served by the department are connected to a range of supportive services, including transportation, access to clothing and basic necessities, employment resources, and assistance navigating social service benefits. Clients have access to interim housing and Housing and Resource Navigators who help them secure stable housing and employment. Comprehensive behavioral health care, including both mental health and substance use services, is provided as needed. With more than 1,000 staff, Probation supervised 16,287 adults and 1,507 youths in the community and 866 youths in facilities during Fiscal Year 2024-2025. Probation also monitored over 4,900 adults on Supervised Own Recognizance release during the pretrial process during this same timeframe. Guided by its values of service, commitment, and compassion, the department works to reduce recidivism, promote equity and inclusion, and foster safer, more resilient communities.

CEDAW Alignment

Probation's mission is closely aligned with CEDAW principles about the criminal legal system, as it addresses the unique needs of individuals, including women, impacted by probation, pretrial release, and juvenile supervision. Women in the criminal legal system often face compounded barriers, including trauma histories, behavioral health needs, limited access to stable housing, and challenges securing employment after release. Probation officers provide supervision that balances accountability with rehabilitation, connecting clients to education, treatment, career pathways, and workforce opportunities that reduce recidivism and support long term stability.

This work also intersects with CEDAW principles about housing and homelessness. By linking clients to housing and supportive services, the department helps reduce risks of re-incarceration and enhances pathways to recovery and independence. In addition, Probation's emphasis on equity, inclusion, and cultural awareness through staff training and community engagement strengthens alignment with CEDAW's focus on fair access to public services. The department also supports equity through innovative outreach and rehabilitation programs that extend beyond supervision. These include mobile probation services, pretrial app-based supports, and community-centered workforce development programs that are CEDAW-aligned and designed to reduce systemic barriers.

Regionwide Census data highlight how unemployment, caregiving burdens, and poverty intersect to shape economic stability for justice-involved women more broadly (HR&A ACS 5-Year PUMS 2019–2023; Council on Criminal Justice, 2022). While probation supervision does not necessarily imply prior incarceration, these broader patterns provide context for understanding the structural barriers faced by many women involved in the criminal legal system. Within the scope of this report, Probation data are used to describe who is under supervision, not to evaluate reentry services or outcomes.

Description of Track 2 Data Available

Disaggregated data were provided for Probation's clients across its main areas of supervision: Adult Mandatory Supervision, Post-Release Community Supervision (PRCS), Formal Supervision, and Juvenile Supervision. Client counts were disaggregated by gender, race and ethnicity, and age group, consistent with the demographic categories available in Probation's administrative systems. While Probation can receive a small number of transferred cases from other jurisdictions, Probation staff indicated that such transfers represent a very small share of the total caseload and do not materially affect the overall demographic patterns described here.

For consistency across departments and comparability with American Community Survey (ACS) data, this analysis relies on the most recent year of available data (Fiscal Year 2022–2023), even though multi-year data were provided. This approach ensures a common reference point across departments and reduces the risk of double-counting or inconsistencies across time periods. Race and ethnicity data are drawn from Probation's administrative records, which may use different category definitions and collection methods than the U.S. Census. As a result, some groups (such as Native American, Pacific Islander, or multiracial populations) may not be separately reportable in this dataset and may be included in broader categories or not shown separately. These differences should be considered when interpreting comparisons to regionwide population data.

Probation also provided information on their equity-focused initiatives. These include efforts such as the Ending Girls' Incarceration Initiative; Science, Technology, Engineering, and Mathematics (STEM) programming for justice-involved girls; housing and resource navigation for adults; integrated healthcare for youth in custody; mobile probation service centers that increase geographic access to services; and app-based supports for individuals on pretrial supervision. Together, the data and initiatives provide a foundation for comparing the demographics for clients placed by the Court on different types of probation to population demographics in the region. Importantly, data are used solely to identify patterns within this analysis, not to assess program performance.

Comparative Analysis of County as a Service Provider

This analysis compares the demographic profile of individuals supervised by Probation with the overall San Diego regional population using U.S. Census data as a benchmark. These comparisons are intended to identify broad patterns in who is represented in the probation population, not to assess program performance or decision-making. Importantly, Probation does not control who is arrested by law enforcement or sentenced by the Court to probation supervision.

Also, as noted in the introduction to this section, demographic patterns presented here describe the composition of populations who come into contact with the justice system through specific pathways and do not reflect the likelihood of any group to engage in criminal behavior. These figures provide a descriptive baseline and should be interpreted alongside the contextual factors and data limitations described throughout this section.

Gender

The Probation population is majority male: men represent approximately 82.3% of clients, compared with 50.6% of the regional population, while women represent approximately 17.7% of probation clients, compared with 49.4% of the regional population. This distribution is similar to patterns observed in arrest data regionwide based on arrest statistics for the region of San Diego County for Calendar Year 2023 based on data extracted from the CA Department of Justice Open Justice data portal. This reflects broader trends in criminal legal system involvement rather than Probation Department policy or practice.

For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Race and Ethnicity

Comparing the share of women on probation to regionwide population levels shows differences in representation by race and ethnicity. Black women represent 17.3% of women on probation, compared with 4.2% of the County's female population. Hispanic women represent 36.2%, compared with 34.5% regionwide. White women represent 40.7%, compared with 52.2% regionwide, and Asian women represent 2.3%, compared with 12.9% regionwide (see Table 4 in the Appendix).

These differences reflect patterns in criminal legal system involvement shaped by many factors outside the Probation Department's control, including policing, charging, and sentencing decisions made by other entities. In addition, race and ethnicity categories in Probation's administrative data differ from those used in Census data, which may affect direct comparability, particularly for groups not separately reported in this dataset. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Age

The age distribution of adults and juveniles under probation supervision skews younger than the age distribution of the regional population overall. A higher share of individuals on probation falls within younger age categories compared with the regional population, a pattern that is consistent with widely documented age distributions in justice system involvement, in which system contact is more common in younger adulthood and declines at older ages.

Among women on probation supervision, nearly 70% are between the ages of 25 and 44, compared with less than 30% of women in this same age range (ages 25-44) regionwide. Only 22.1% of women on probation are over age 45, compared with more than 40% of women in the regional population. Men follow a similar pattern: more than two-thirds of men on probation supervision are ages 25 to 44, while older men are notably underrepresented relative to their share of the regional population.

These patterns indicate that the probation population is more concentrated in younger age groups than the County as a whole, reflecting broader system-wide trends in justice involvement by age rather than Probation policy or practice. For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

Program-Level Differences

Because adults and youth are placed on different types of probation supervision based on legal authority, offense type, criminal history, and court decisions, there are expected differences in the demographic profiles of clients across supervision categories.

Formal Supervision largely reflects the overall probation population, where men comprise approximately 83% of clients and women represent approximately 17%. Post-Release Community Supervision (PRCS), which serves individuals released from state prison with more serious and complex criminal histories, includes an even smaller share of women (approximately 8%) than other supervision types.

Mandatory Supervision serves individuals sentenced to a structured, court-monitored supervision process and reflects different offense profiles and legal criteria for placement. Differences in racial and ethnic representation across supervision types are therefore influenced by the types of offenses and sentencing pathways that lead individuals into each category, rather than by Probation policy alone.

Juvenile Supervision reflects a distinct population shaped by youth justice policies, arrest patterns, and court decisions. Comparisons across these groups should be interpreted as descriptive of system pathways rather than evaluative of program effectiveness.

Equity Focused Initiatives

Probation has undertaken several initiatives that aim to address the disproportionate impacts of justice system involvement on girls, women, and communities of color. These initiatives are CEDAW-aligned in that they promote equitable access to services and opportunities that reduce the long-term impacts of justice involvement, especially for women, girls, and gender-diverse individuals. By supporting identity development, increasing economic mobility, and strengthening family and community connections, these programs help address the gendered barriers that can arise from systemic inequities in the criminal legal system.

- **Career and Technical Education (CTE):** Provides industry certifications, family and community engagement, and fire service training for youth, supporting economic mobility and long-term stability for justice-involved individuals.
- **Ending Girls' Incarceration Initiative:** Developed in partnership with the Vera Institute of Justice, this initiative works to reduce the confinement of girls and gender-expansive youth by reshaping policies and practices that disproportionately affect youth of color and LGBTQ+ youth.
- **Pretrial App-Based Supports:** Smartphone-enabled pretrial check-ins that increase geographic access to services and reduce barriers associated with in-person reporting requirements.
- **STEM Empowerment for Justice-Involved Girls:** Delivered in partnership with local STEM organizations, these programs provide girls in custody with hands-on workshops in science, technology, engineering, and math, fostering exposure to career pathways while strengthening confidence, leadership, and self-identity.
- **Youth Voice in Policy and Program Development:** In June 2024, justice-involved girls participated in the County's Youth Empowerment and Engagement Initiative, contributing lived experiences and policy recommendations to shape programs that affect them directly.

Together, these initiatives demonstrate the department's growing commitment to gender-responsive and culturally aware approaches. While these initiatives demonstrate Probation's commitment to equity and rehabilitation, participation and outcomes are not consistently tracked by demographic group in the available data. As such, they are described here as examples of practice rather than evaluated for differential impact.

Findings and Potential Opportunities

The probation population differs from the regional population in ways that reflect broader criminal legal system patterns rather than Probation policy or practice. Men comprise a large majority of individuals under probation supervision, and both women and men on probation are substantially younger, on average, than the regional population overall. These patterns are consistent with well-documented trends in justice system involvement by gender and age.

Differences in racial and ethnic representation across the probation population similarly reflect system-wide pathways into arrest, charging, and sentencing that occur outside Probation's control, as well as differences in how demographic data are collected and categorized across administrative and Census sources.

Because Probation supervises individuals placed by the Court, these data should be interpreted as descriptive of who is currently under supervision rather than as an evaluation of access, service delivery, or program effectiveness.

Within this context, continued attention to equity-focused practices—such as culturally responsive programming, trauma-informed approaches, and coordination with health, housing, and behavioral health partners—can help strengthen Probation's alignment with County equity goals and support system-wide efforts to improve outcomes for individuals and families affected by justice system involvement.

Future analysis incorporating additional data sources, such as outcomes, service participation, or community-level indicators, could provide deeper insight into how different groups experience probation supervision and related supports.

Public Defender

Department Mission Analysis

The Department of the Public Defender protects the rights, liberties, and dignity of all persons in the region while upholding the integrity and fairness of the justice system. Its mission is to provide the highest quality legal representation to individuals charged with crimes in state court who are financially unable to retain private counsel.

The County's public defense system is structured as four independent offices. The Primary Public Defender handles most criminal defense matters. The Alternate Public Defender manages felony cases where the Primary office has a conflict of interest. The Multiple Conflicts Office accepts the most serious felony cases that present conflicts for both the Primary and Alternate offices. Finally, the Office of Assigned Counsel arranges representation through a panel of private attorneys when no County office can provide conflict-free defense.

Beyond adult criminal defense, the department also includes specialized units for mental health and juvenile court matters, ensuring that vulnerable populations receive appropriate advocacy and protection. With a diverse team of attorneys and staff dedicated to fairness and equity, the Public Defender works to safeguard due process and equal access to justice, particularly for those who face systemic barriers within the legal system.

CEDAW Alignment

The Public Defender's mandate to provide legal representation to individuals who cannot afford private counsel directly aligns with the CEDAW principle related to the criminal legal system. By safeguarding due process and ensuring that justice is not determined by income, the department advances fairness and equity at the core of the County's justice system. The department's services are especially relevant to women and gender-expansive individuals who face unique barriers in the criminal legal system, including histories of trauma, caregiving responsibilities, and economic instability. Representation in criminal, juvenile, and mental health courts provides opportunities to pursue alternatives to incarceration, secure access to treatment, and connect clients with supportive services that mitigate the compounded burdens faced by women.

The Public Defender's advocacy efforts also intersect with other CEDAW principles. Ensuring clients have access to diversion programs and reentry supports addresses housing and homelessness challenges, while representation in cases involving survivors of gender-based violence protects the safety and rights of those most at risk of harm. In addition, the department's commitment to staff diversity and culturally competent advocacy reinforces CEDAW's emphasis on inclusive and equitable access to County services.

Description of Track 2 Data Available

Data available from the Public Defender include aggregate demographic data for fiscal years 2020-2023, including client counts by gender, race and ethnicity, and age group. These data allow for analysis of representation within each category but do not permit intersectional analysis across gender, race, and age simultaneously. Because the Public Defender serves a legally defined population in which certain demographic subgroups may be very small, cross-tabulating multiple characteristics (e.g., gender by race by age) could risk identifying individual clients. To protect client privacy and confidentiality, data were provided in aggregate within each demographic dimension rather than in cross-tabulated form.

A substantial share of records do not have all or have unspecified demographic fields, particularly for gender and race/ethnicity—these are not required to be collected. As a result, comparisons to regionwide population benchmarks should be interpreted with caution, and apparent differences should be understood as indicative patterns in the available data rather than precise measures of over- or under-representation.

In addition to demographic data, the department shared descriptions of its equity-focused units and programs, including the Immigrant Legal Defense Program, Racial Justice Act Unit, Holistic Services Unit, Pre-Trial Advocacy and Community Connections, Homeless Court, and CARE Court. Together, these data and program descriptions provide context on whom the Public Defender serves and how the department approaches equity, but they are not sufficient to evaluate program outcomes or impacts.

Comparative Analysis of County as a Service Provider

This analysis compares the demographic profile of individuals represented by the Public Defender in Fiscal Year 2022–2023 with the overall San Diego regional population using Census data as a general benchmark. Because of demographic fields that are not collected as mandatory information and differences in how data are collected across systems, these comparisons are intended to describe broad patterns in the available data rather than to assess equity of access, quality of representation, or program performance.

As noted in the introduction to this section, demographic patterns presented here describe the composition of populations who come into contact with the justice system through specific pathways and do not reflect the likelihood of any group to engage in criminal behavior. These figures provide a descriptive baseline and should be interpreted alongside the contextual factors and data limitations described throughout this section.

Gender

Of the 33,855 adult and juvenile cases reported for Fiscal Year 2022–2023, nearly 28% of cases (9,462) have no recorded gender. Among the remaining 24,393 cases where gender is known, case-level clients are predominantly male, accounting for 79.7% of clients, compared with 50.6% of the region's population. By contrast, women account for 20.4% of clients, compared with 49.4% of the regional population.

These comparisons are presented to describe patterns in the available data only. Because a substantial share of records lack gender information, and because the Public Defender does not control who enters the criminal legal system, these differences should not be interpreted as an assessment of access to representation, service quality, or program performance. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Race and Ethnicity

Demographic comparisons by race and ethnicity are limited due to data not collected: nearly 30% of cases (10,105) have no race or ethnicity recorded. Among the remaining 23,086 cases with this information present, 664 are identified as "other," which may include multiracial individuals or individuals whose race or ethnicity is not represented in the available categories. The total number of cases with race or ethnicity clearly identified is therefore 22,421.

Within this subset of cases, Black individuals account for 19.5% of clients compared with 4.6% regionwide, and Hispanic individuals account for 44.5% compared with approximately 33% regionwide. By contrast, White individuals account for 33.4% of clients compared with 52.7% regionwide, and Asian individuals account for 1.7% compared with 12.1% regionwide.

These figures describe patterns in the available dataset only and should be interpreted with caution due to the large share of incomplete data and differences in how race and ethnicity are categorized across administrative and Census sources. Importantly, these data reflect only individuals who were financially unable to retain private counsel and were therefore eligible for public defense services; they do not represent the broader population of individuals charged with crimes. Differences in the racial and ethnic composition of the Public Defender's caseload should not be interpreted as indicating that members of any racial or ethnic group are inherently more likely to engage in criminal behavior.

Rather, these patterns reflect the intersection of economic disadvantage, systemic inequities in the justice system, and eligibility for publicly funded legal representation. They should not be read as an evaluation of equity in access to representation or of program performance.

For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Age

The Public Defender's client population, as reflected in this dataset, is more concentrated in working-age adulthood than the regional population overall. Nearly 80% of clients are between the ages of 25 and 64, compared with 54.3% of the regional population. Younger populations under age 18 (4.2% vs. 19.9%) and older adults over age 65 (3.9% vs. 16.1%) account for smaller shares of clients than of the regional population overall.

This pattern reflects the adult-centered nature of most criminal legal proceedings captured in this dataset, rather than the full scope of the Public Defender's work or differences in underlying community need. As with other demographic comparisons in this section, these figures are presented for descriptive purposes only and should not be interpreted as an assessment of access, outcomes, or service effectiveness.

For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

Equity-Focused Units and Community-Based Programs

The Public Defender has established several units and initiatives that respond directly to the inequities identified in these demographic patterns. Because women in the justice system are often caregivers, survivors of domestic violence, or managing complex healthcare needs, these services are especially impactful in reducing gender-specific barriers:

- **Alternatives to Incarceration (ATI):** Advances equity by connecting individuals who do not pose public safety risks to community-based resources rather than incarceration, addressing low-level and behavioral health-driven cases that disproportionately impact women and reducing cascading harms such as family separation and economic instability.
- **Holistic Services Unit:** Comprised of mental health clinicians, housing navigators, and substance-use assessors, this unit supports client defense by enabling attorneys to present a full picture of underlying challenges and advocate for rehabilitative solutions.
- **Immigrant Legal Defense Program:** Provides legal defense for detained noncitizens facing removal proceedings.
- **Partners for Justice (PFJ):** Embeds trained, non-attorney Client Advocates with the Public Defender to assist clients with bail advocacy, eviction prevention, preventing termination of employment due to arrest, obtaining identification, connecting clients with mental health or substance use treatment programs, assisting clients to comply with court requirements, and more. PFJ services are currently limited to the Juvenile Justice division, though the Public Defender is evaluating ways to expand to the adult client population.
- **Public Defense Pilot Program:** Provides post-conviction relief services.

- **Racial Justice Act Unit:** Supports post-conviction resentencing reviews to determine whether racial bias played a role in conviction or sentencing.
- **Stand Down and Homeless Court:** Community-based events that offer individuals experiencing homelessness opportunities to resolve legal barriers while connecting with support services.

Together, these initiatives highlight the department's capacity to both mitigate the harms of systemic disparities and provide equity-centered pathways for clients.

Findings and Potential Opportunities

The available data suggest that the demographic profile of individuals represented by the Public Defender differs in several respects from the regional population overall. However, since demographic data is not required to be collected, there was substantial missing demographic information. Coupled with the differences in data collection methods, there were limits to the precision of the comparisons between individuals represented by the Public Defender and the regional population overall. As such, these findings should be interpreted as descriptive of the cases reflected in the dataset rather than as conclusions about system equity, access to counsel, or the impact of Public Defender services.

The department's specialized units and community-based programs demonstrate a commitment to addressing the complex legal and social needs of clients, including women and gender-diverse individuals who may face compounded barriers related to trauma, caregiving responsibilities, housing instability, and economic insecurity.

Looking forward, potential opportunities include strengthening data completeness and consistency, expanding the ability to analyze intersecting identities, and linking demographic information with program participation and outcomes where appropriate. These steps would support more robust future analysis of how different groups experience the public defense system, while remaining consistent with the department's core mission to provide constitutionally required legal representation.

Sheriff's Office

Department Mission Analysis

The San Diego County Sheriff's Office aims to "provide the highest quality public safety service to everyone in San Diego County." The Sheriff's Office handles general law enforcement, detention (jails), court security, civil processes, and regional investigative and emergency-response services across its Law Enforcement Services, Detention Services, Court Services, Human Resource Services, and Management Services bureaus.

To support equity and accessibility in its operations, the Sheriff's Office has implemented several initiatives, including the LGBTQ+ Advisory Council—which informs policy and training related to transgender, intersex, and nonbinary individuals—and the Blue Envelope Program, which helps identify and support individuals with disabilities during interactions with law enforcement. These initiatives complement the Sheriff's Office's broader responsibilities in law enforcement, detention, court services, and emergency response.

CEDAW Alignment

The Sheriff's Office's mission and programs align particularly with CEDAW principles pertaining to the criminal legal system and gender-based violence and harassment. Through its core responsibilities in detention, law enforcement, and emergency response, the Sheriff's Office is a key point of contact for women and gender-diverse individuals within the criminal legal system. Programs such as the LGBTQ+ Advisory Council and Blue Envelope Program reflect efforts to incorporate trauma-informed and identity-aware practices within this context, consistent with CEDAW's emphasis on addressing systemic barriers and preventing harassment and violence against vulnerable populations.

Programs such as the LGBTQ+ Advisory Council and Blue Envelope Program demonstrate a commitment to trauma-informed, identity-aware public safety practices that support marginalized groups, including transgender individuals and people with disabilities. These efforts reflect CEDAW's emphasis on addressing systemic barriers within justice institutions and preventing harassment and violence against vulnerable populations.

Description of Track 2 Data Available

This analysis draws on three data sources covering the Sheriff's Office's detention population, regionwide arrest activity, and law enforcement stop data across the San Diego County region. Because the Sheriff's Office operates within a broader regional law enforcement ecosystem, two of the three sources reflect regionwide activity across all agencies rather than Sheriff-specific data alone.

- **Arrest Data (California Department of Justice):** Arrests made by all law enforcement agencies statewide. For this report, analysis is limited to arrests occurring within the San Diego County region, regardless of arresting agency. These data reflect regionwide law enforcement activity and are not specific to the Sheriff's Office. Demographic information is based on data recorded by the arresting agency at the time of arrest, which may include self-reported or administratively assigned characteristics.
- **Department Program Information:** Current equity-focused initiatives, as of June 2025.
- **Monthly Detention Population Reports (Sheriff's Office):** Average jail populations disaggregated by gender and race/ethnicity. Demographic information is based on data recorded at booking, which may include self-reported or administratively assigned characteristics.
- **Racial and Identity Profiling Act (RIPA) Stop Data:** Records of police stops conducted by all California law enforcement agencies. This analysis focuses only on stops occurring within the San Diego County region across all agencies, not solely those conducted by the Sheriff's Office. As required by law, these data include perceived demographic characteristics and contextual information about each stop.

For consistency across departments and comparability with ACS data, this analysis relies only on the most recent year of data: detention population reports from January–June 2025, arrest data from Calendar Year 2024, and RIPA stop data from Calendar Year 2023.

Note: While many analyses of policing focus only on discretionary stops to assess potential bias, this report summarizes all stops to provide a broader view of interactions between residents and law enforcement. It is important to recognize that stops occur for a range of reasons—including calls for service generated by the public, safety checks, enforcement of traffic laws, and investigative purposes—and the presence of disparities does not necessarily indicate bias. However, understanding these patterns helps contextualize residents' varied experiences with law enforcement (RIPA, 2023).

Comparative Analysis of County as a Service Provider

For each dataset, results are benchmarked against the San Diego County regional population characteristics from the American Community Survey (ACS) to provide a reference point for understanding differences in who comes into contact with the system. These comparisons are descriptive and reflect aggregate patterns shaped by court decisions, charging practices, and broader system pathways that extend beyond the Sheriff's Office's direct control. As noted in the introduction to this section, demographic patterns presented here describe the composition of populations who come into contact with the justice system through specific pathways and do not reflect the likelihood of any group to engage in criminal behavior. These figures provide a descriptive baseline and should be interpreted alongside the contextual factors and data limitations described throughout this section.

When benchmarked against ACS population data, Black residents represent a substantially higher share of both arrests (approximately 16%) and detention (approximately 22%) than their share of the regional population (4.4%), while Hispanic residents are also overrepresented in detention data (approximately 45% vs. 34.5% regionwide). These patterns are visible across the San Diego County regional arrest data (2020–2024), Sheriff detention population reports, and RIPA stop data and provide context for understanding where differences by gender, race, and age appear in County data.

As noted in the introduction to this section, demographic patterns presented here describe the composition of populations who come into contact with the justice system through specific pathways and do not reflect the likelihood of any group to engage in criminal behavior. These figures provide a descriptive baseline and should be interpreted alongside the contextual factors and data limitations described throughout this section.

Detention Services Monthly Population

This analysis uses the most recent six months of available detention data (January–June 2025). Because data are summarized by gender and race separately, it is not possible to examine how these factors interact.

Although cross-tabulated race–gender data are not collected, patterns by gender and by race independently show that some demographic groups appear more frequently within the detained population.

Because detention population data are summarized separately by gender and by race/ethnicity, it is not possible to examine how these characteristics intersect. In addition, detention populations reflect court decisions, charging practices, system-wide pathways into custody, and other factors that extend beyond the Sheriff's Office's direct control.

These findings may point to intersecting factors that can be explored further during the County's action-planning phase. As noted in the introduction to this section, demographic patterns presented here describe the composition of populations who come into contact with the justice system through specific pathways and do not reflect the likelihood of any group to engage in criminal behavior. These figures provide a descriptive baseline and should be interpreted alongside the contextual factors and data limitations described throughout this section.

Race and Ethnicity

Black and Hispanic individuals represent higher proportions of the average daily jail population than their shares of the regionwide population. Black individuals comprise approximately 22.0% of the daily jail population compared with 4.4% of the regional population, while Hispanic individuals comprise approximately 44.5% of the jail population compared with 34.5% regionwide.

The share of Black residents in detention is therefore roughly five times higher than their population share, a pattern consistent with national analyses of racial disparities in incarceration (Pettit, 2018). National research also suggests that racial inequities largely drive observed gender differences in detention, as both Black men and Black women appear more frequently in custody counts relative to their population shares.

These figures describe the composition of the detained population at a point in time and reflect system-wide pathways into custody rather than Sheriff's Office policy or practice. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Arrests

The Sheriff's Office provided links to state-level arrest data maintained by the California Department of Justice. For this analysis, extracted and analyzed arrest records for the San Diego County region from Calendar Years 2020 through 2024 describe recent demographic patterns and trends. Summary statistics presented below are drawn from this dataset and benchmarked against ACS population data to provide context. These figures are used to describe aggregate patterns in arrests by gender and race/ethnicity, not to evaluate enforcement practices or outcomes.

Gender

From 2020 to 2024, men account for approximately 78.0% of arrests in the region of San Diego County, compared with 50.6% of the regional population, while women account for approximately 22.0% of arrests, compared with 49.4% of the regional population. This gender distribution is relatively stable across the five-year period analyzed.

These comparisons benchmark arrest data against ACS population figures to describe differences in system contact by gender. They are presented for descriptive purposes only and should not be interpreted as evaluations of enforcement practices or outcomes. For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Race and Ethnicity

Among arrests involving women in San Diego County from Calendar Years 2020 to 2024, Black women account for approximately 15.6% of arrests, despite representing about 4.2% of the region's female population. Hispanic women account for approximately 33.9% of arrests, roughly in line with their share of the region's female population (approximately 35.0%). White women account for approximately 44.3% of arrests, compared with 52.2% of the region's female population, while women classified as "other" account for approximately 6.3% of arrests.

For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

These figures are drawn from California Department of Justice arrest data and are benchmarked against ACS population estimates to describe proportional patterns in arrests. They are presented for contextual comparison only and should be interpreted alongside known limitations of administrative and Census data. As noted above, differences in arrest patterns by race and ethnicity reflect systemic and structural factors rather than inherent characteristics of any group, and should not be interpreted as indicating that members of any racial or ethnic group are more likely to engage in criminal behavior. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Police Stops

Gender

Data aggregated by gender reflect the perceived gender of a stopped individual from the perspective of the officer rather than self-reported gender and may therefore include some misclassification. In the San Diego County region, individuals perceived to be male account for approximately 70.3% of stops, while individuals perceived to be female account for approximately 29.3% of stops. This differs from the regional population, where men represent 50.6% and women represent 49.4% of residents (ACS 2019–2023). This distribution has remained stable across recent years and is similar to statewide patterns reported by RIPA (2023). These differences likely reflect a combination of travel behavior, exposure, enforcement activity, and other factors rather than enforcement practices alone (see Section 3.2). For reference, see Table 3. Population by Gender in the Appendix, which provides a baseline comparison for interpreting these results.

Race and Ethnicity

Data aggregated by race and ethnicity also reflect perceived characteristics of a stopped individual recorded by the officer rather than self-identified race or ethnicity and should be interpreted with caution. Among stops of individuals perceived to be female, 11.8% were perceived as Black, compared with 4.2% of the region's female population. 31.7% were perceived as Hispanic, compared with approximately 35.0% of the region's female population. Women perceived as White accounted for a slightly higher share of stops (45.9%) than their share of the region's female population (42.6%).

These comparisons benchmark stop data against ACS population figures to describe differences in system contact, not to evaluate enforcement practices or underlying causes. Patterns describe trends in police contact by perceived race and ethnicity. They are presented for descriptive purposes only and should not be interpreted as evidence of bias or as evaluations of enforcement practices, as stops occur for a wide range of reasons including calls for service, traffic enforcement, and safety checks. Differences may also reflect variations in factors such as travel behavior, exposure, and reporting practices, in addition to enforcement activity. For reference, see Table 4. Population by Gender and Race/Ethnicity in the Appendix, which provides a baseline comparison for interpreting these results.

Age

Data aggregated by age in the RIPA system reflect the perceived age of a stopped individual from the perspective of the officer, not self-reported age, and are grouped into broad categories (for example, 20–29 and 30–39) that do not align precisely with U.S. Census age groupings (such as 18–24 and 25–34). As a result, comparisons to Census data should be interpreted as approximate.

Within these groupings, adults aged 20–39 account for roughly two-thirds of all stops (approximately 62% among individuals perceived as female and 64% among individuals perceived as male), a share that is somewhat higher than their approximate share of the region's adult population based on ACS age distributions. This pattern is similar to statewide findings reported by RIPA (2023) and mirrors the age profile of licensed drivers and individuals with higher levels of daily travel and public exposure. For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

These figures describe aggregate patterns in police stops by perceived age and are presented for contextual comparison only. They should not be interpreted as assessments of enforcement practices or as evidence of differential treatment by age, as stop patterns are influenced by many factors including mobility, driving rates, calls for service, and enforcement priorities. As with all data presented in this section, differences in stop patterns do not indicate that members of any demographic group are inherently more likely to engage in behavior warranting law enforcement contact. For reference, see Table 5. Population by Gender and Age Group in the Appendix, which provides a baseline comparison for interpreting these results.

Equity-Focused Programs and Initiatives

The Sheriff's Office administers several programs that advance gender equity and inclusion:

- **Junior Women's Academy:** A hands-on training and leadership program for high school girls interested in public safety careers.
- **Medication Assisted Treatment (MAT):** A gender-responsive substance recovery program providing medical and mental health support for incarcerated women.
- **RESPECT Project:** A mentorship-based program for at-risk youth of all genders. Since 2014, it has graduated 297 participants, with an increasing number of female graduates in recent years.
- **Rise Above Program:** Eight-week empowerment sessions for girls aged 9–12, emphasizing leadership, confidence, and family engagement.

In addition to client-facing programs, the Sheriff's Office has also implemented recruitment and engagement strategies to expand gender representation within its workforce. For example, the agency hosted its first Sheriff's Women's Expo in May 2024 and conducted five informational jail tours through 2025, giving prospective applicants, particularly women, opportunities to speak directly with deputies and better understand the work environment.

Together, these efforts support more gender-responsive services by expanding both community-based supports and the diversity of those who deliver them. They aim to address factors contributing to justice system involvement, such as educational access, mentorship, and health disparities, expand access to positive pathways for youth and women, and create more inclusive pathways into public safety careers.

Findings and Potential Opportunities

Across three system contact points analyzed in this section—detention (average daily jail population), arrests in the San Diego County region, and law-enforcement stops reported under RIPA—men account for a consistently higher share of individuals who come into contact with the criminal legal system than women, relative to their share of the regional population.

When benchmarked against ACS population data, Black residents represent a substantially higher share of both arrests and detention than would be expected based on population size, while Hispanic residents are also overrepresented in several datasets. These patterns are visible in the San Diego County regional arrest data (2020–2024), Sheriff detention population reports, and RIPA stop data. As noted throughout this section, these patterns reflect systemic and structural factors—including socioeconomic conditions, policing practices, charging decisions, and historical patterns of community disinvestment—and should not be interpreted as indicating that members of any racial or ethnic group are inherently more likely to engage in criminal behavior.

These findings are descriptive and reflect aggregate patterns in system contact shaped by court decisions, charging practices, and broader justice system pathways rather than the Sheriff's Office's programs or policies. They provide context for understanding where differences by gender, race, and age appear in County data and may inform future diagnostic and action-planning work.

The following departments within the Public Safety Group were exempt from providing demographic data for this baseline assessment because they do not directly serve individual clients or do not collect individual-level demographic data as part of their service delivery. However, several of these departments opted to submit narratives describing their CEDAW-aligned work, equity-focused initiatives, and community engagement efforts. These contributions are included below to provide a more complete picture of how equity principles are being advanced across the full range of PSG operations.

Due to their operational scope, data infrastructure, data privacy constraints, and/or statutory roles, the following departments were exempt from providing data as part of this baseline analysis. Several of these departments elected to provide narrative descriptions of work aligned with the County's CEDAW principles. These voluntary submissions are included below to offer additional context on how CEDAW-related values are being applied across PSG operations, even where quantitative demographic data are not available for this report.

Animal Services

Overview

The Department of Animal Services (DAS) provides animal-related law enforcement, sheltering, medical, and adoption services in the unincorporated areas of the San Diego County region. Though DAS does not deliver direct human services, its work intersects with community well-being in meaningful ways—particularly for households facing economic hardship, where the cost of veterinary care and pet maintenance can be a significant burden. The department's community-facing programs reflect an understanding that equitable access to animal care supports broader household stability and quality of life.

CEDAW Alignment

Although exempt from the reporting requirements for this analysis, DAS provided a narrative describing activities that align with the County's CEDAW principles. DAS's mission connects most directly to CEDAW's economic development and public services principles through its role in ensuring that animal care resources are accessible to residents across income levels and geographic areas. Pets are integral to household well-being for many families, and the cost of veterinary care can create barriers that fall disproportionately on lower-income households—a group in which women, single parents, and caregivers are overrepresented.

By offering subsidized services, mobile outreach, and food assistance, DAS reduces financial barriers to responsible pet ownership in communities that may otherwise lack access to affordable animal care. These programs reflect an equity orientation within an operational department that does not typically frame its work in gender or demographic terms.

Description of Data Available

DAS does not collect client demographic data as part of its service delivery. As a result, no analysis by gender, age, race/ethnicity, or other demographic characteristics is possible within the scope of this baseline. The information presented here is drawn from voluntary departmental program descriptions and initiative summaries rather than quantitative service data.

DAS provided documentation of four equity-focused programs: its subsidized spay/neuter surgery initiative, free microchip program, mobile veterinary surgical unit, and pet food pantry. While this documentation offers a useful view of the department's community-facing efforts, it does not represent a comprehensive picture of DAS's full service portfolio or its demographic reach.

Description of County as a Service Provider

DAS serves residents of unincorporated areas of the San Diego County region through a combination of regulatory and community-based programs. Its equity-oriented initiatives focus on reducing financial and geographic barriers to animal care:

- **Free Microchip Program:** Ensures all subsidized spay/neuter recipients receive free microchips for permanent pet identification.
- **Mobile Veterinary Surgical Unit:** Deploys to high-need unincorporated areas to deliver spay/neuter and basic pet wellness services directly to underserved communities.
- **Pet Food Pantry:** Offers free pet food through a donation-supported program to help individuals facing financial hardship care for their pets.
- **Subsidized Spay/Neuter Program:** Provides reduced-cost surgeries to pet owners in underserved communities, reducing shelter intake and supporting residents facing financial hardship.

Findings and Potential Opportunities

DAS's community-based programs demonstrate a meaningful equity orientation within an operational department that does not traditionally frame its work in demographic terms. By reaching residents in underserved and unincorporated areas with subsidized and mobile services, DAS is reducing access barriers that disproportionately affect lower-income households. Looking ahead, opportunities may include tracking the geographic reach and participation patterns of these programs to better assess whether services are reaching communities with the greatest need, and to inform future outreach and resource allocation decisions.

Emergency Services

Overview

The Office of Emergency Services (OES) coordinates the San Diego County region's overall response to disasters and emergencies, including interagency coordination, resource mobilization, disaster planning, and public preparedness outreach. As a coordination and planning body rather than a direct service provider, OES shapes the systems and infrastructure through which residents access emergency support—functions that have significant equity implications, particularly for communities facing language, geographic, or functional barriers to preparedness.

CEDAW Alignment

Although exempt from the reporting requirements for this analysis, OES provided a narrative describing activities that align with the County's CEDAW principles. OES's work intersects most directly with CEDAW's public services and healthcare principles through its role in ensuring that emergency preparedness resources and response systems are accessible to all residents, including those who are most vulnerable during crises.

Research consistently shows that disasters and emergencies have differential gender impacts: women, particularly those who are elderly, low-income, caregivers, or have limited English proficiency, face heightened vulnerability during emergencies and often have less access to preparedness information and recovery resources (see Section 3.3). OES's investments in multilingual outreach, inclusive emergency planning, and targeted engagement with underrepresented communities reflect an understanding of these dynamics and an effort to address them through institutional design.

Description of Data Available

As an operational coordination agency, OES did not provide direct services to individual clients during Fiscal Years 2020–2021 through 2022–2023 and did not collect client demographic data as part of its service delivery. As a result, no analysis by gender, age, race/ethnicity, or other demographic characteristics is possible within the scope of this baseline. The information presented here is drawn from voluntary departmental program descriptions and community engagement documentation.

OES provided narrative documentation describing its equity-focused preparedness and outreach initiatives during this period. While this documentation illustrates the department's commitment to inclusive emergency services, it does not include quantitative participation data or demographic breakdowns of residents reached.

Description of County as a Community and Business Partner

OES supports equitable access to emergency preparedness and response resources through a range of community-facing programs and planning efforts:

- **Community Emergency Response Team (CERT) Outreach:** Expanded to encourage participation from diverse and historically underrepresented groups.
- **Emergency Plan and Hazard Mitigation Plan Updates:** Incorporates equity-focused planning and climate-related risks into the County's core emergency preparedness frameworks.
- **Inclusive Emergency Messaging:** Targeted engagement with residents who have limited English proficiency, access and functional needs, are part of tribal communities, or live in geographically isolated areas.
- **Multilingual Public Education:** Public preparedness outreach delivered through culturally and linguistically appropriate channels to ensure information reaches all communities.

Findings and Potential Opportunities

OES's equity-focused efforts—including multilingual outreach, inclusive emergency planning, and targeted engagement with communities facing language, geographic, or functional barriers—reflect a commitment to ensuring that emergency preparedness resources reach all residents. As OES expands its community recovery and engagement work, there may be future opportunities to collect demographic data on participation and reach, which could help identify gaps and further inform strategic and operational planning in ways that support the County's CEDAW commitments.

Medical Examiner

Overview

The County of San Diego Department of the Medical Examiner (ME) provides medicolegal death investigation services in accordance with state law. In 2024, the ME had initial jurisdiction over approximately 9,140 deaths—about 38% of all registered deaths in the County—and conducted further investigations in 43% of those cases to determine cause and manner of death. The department performs scene investigations, postmortem examinations, toxicology testing, and case reviews, and provides administrative certification of deaths. The ME also contributes to medical education and research by training students and supporting studies in areas such as traumatic brain injury and genetic conditions, with appropriate consent.

CEDAW Alignment

Although exempt from the reporting requirements for this analysis, the ME provided a narrative describing activities that align with the County's CEDAW principles. The ME's work intersects with CEDAW's healthcare and public services principles most directly through its role as a data resource and interagency partner in efforts to address preventable deaths and systemic health inequities.

While the ME does not deliver direct services to living clients, its death investigation data and interagency partnerships position the department as a critical contributor to equity-focused prevention strategies. By identifying trends in sudden, unexpected, and preventable deaths—including those driven by overdose, domestic violence, and elder abuse—the ME supports efforts to reduce harm for vulnerable populations, including those disproportionately affected by gender-based violence, substance use, and poverty.

Description of Data Available

The ME maintains an open data portal with records of all deaths under its jurisdiction dating back to 1997. While comprehensive, fully disaggregated data is available through this portal, it reflects population-level death outcomes rather than County service delivery or access patterns. As a result, it does not support the type of institutional equity analysis conducted in this baseline report, and no client demographic analysis is presented here. The information in this section is drawn from departmental program descriptions and interagency collaboration documentation.

The ME provided narrative documentation describing its equity-focused partnerships and data-sharing initiatives. Although the department does not have in-house epidemiologists, it actively collaborates with public health, behavioral health, and justice partners to advance prevention and equity goals through the use of death data.

Description of County as a Community and Business Partner

The ME advances equity through data transparency, interagency collaboration, and community health partnerships:

- **Data Sharing for Research and Equity Analysis:** Provides de-identified data to research institutions and government agencies to increase transparency and understanding of equity-related patterns in deaths.
- **Interagency Death Review Teams:** Contributes to the Child Fatality Review Committee, Domestic Violence Death Review Team, and Elder and Dependent Adult Death Review Team to identify prevention opportunities for high-risk populations.
- **Interagency Epidemiological Collaboration:** Works with epidemiologists across County departments to identify and communicate emerging public health risks, such as overdose trends, that disproportionately affect certain demographic groups.
- **Opioid Prescriber Alerts:** Partners with the Public Health Officer to issue prescriber alerts in response to opioid-related deaths, supporting more equitable prescribing practices.
- **Overdose Fatality Review Team:** Co-chairs this multi-agency team, launched in 2024, to examine individual overdose deaths and systemic trends for prevention and intervention opportunities.

Findings and Potential Opportunities

The ME's contributions to equity extend well beyond its core investigative function. Through participation in multi-agency review teams and data-sharing partnerships, the department helps translate death data into actionable prevention strategies for populations disproportionately affected by gender-based violence, substance use, and elder abuse. The ME's open data portal and research partnerships further support the transparency and evidence-based planning that underpin the County's CEDAW commitments. Looking ahead, opportunities may include more structured collaboration with OERJ and public health partners to surface equity-relevant patterns in death data that could inform targeted intervention and prevention strategies aligned with department-level action planning.

San Diego Fire

Overview

San Diego County Fire provides coordinated fire protection, emergency response, and ambulance services across 1.73 million acres of unincorporated land, operating jointly with CAL FIRE. Its Emergency Medical Services (EMS) Office oversees local EMS coordination, certification, and ambulance contracts on behalf of the County. As a primarily emergency-response department serving unincorporated areas, County Fire's equity footprint is realized through workforce development, community health outreach, and environmental resilience programs that extend the department's reach into underserved communities.

CEDAW Alignment

Although exempt from the reporting requirements for this analysis, County Fire provided a narrative describing activities that align with the County's CEDAW principles. County Fire's work intersects most directly with CEDAW's public services, healthcare, and economic development principles through its community health programs, workforce equity initiatives, and environmental resilience efforts.

Women in rural and unincorporated areas face distinct vulnerabilities in emergency and environmental health contexts—including higher rates of healthcare access barriers, greater reliance on emergency services, and disproportionate caregiving burdens during crises. County Fire's programs address these conditions both directly, through community health outreach and in-home care, and indirectly, through workforce development that creates economic pathways for underrepresented youth in rural communities.

Description of Data Available

County Fire's primary data sources relate to service delivery metrics such as call volume, response type, and location. Client-level demographic data is not routinely captured, as most services are delivered in emergency contexts without structured intake. For EMS, available data may include limited demographic elements, but access is restricted due to privacy laws and coordination requirements with other responding agencies. The information presented here is drawn from voluntary departmental program descriptions and initiative summaries.

County Fire provided narrative documentation describing programs across four areas: community health outreach, workforce development, emergency preparedness, and environmental resilience. While this documentation illustrates the department's equity-oriented programming, it does not include quantitative participation data or demographic breakdowns of residents served.

Description of County as a Service Provider

County Fire supports equity through inclusive community programs and workforce development initiatives:

- **Community Emergency Response Team (CERT) Outreach:** Expanded to better serve linguistically and culturally diverse populations, including seniors, individuals with disabilities, and tribal communities.
- **Community Health and Injury Prevention (CHIP):** Expands access to health education and basic care for isolated or underserved communities.
- **EMS Corps:** Provides mentorship and job training to transitional-aged youth from underrepresented and justice-involved backgrounds.
- **Fuels Crew Program:** In partnership with Probation, creates accessible pathways to fire and emergency services careers for youth from rural and historically excluded communities.
- **Home Hardening Pilot:** Funds wildfire mitigation retrofits for low- and moderate-income households in high-risk fire zones.
- **Ramona Fire Technology Program:** Supports career readiness and workforce access for youth from historically excluded communities.
- **Rural Health Post-Hospital Discharge Program:** Provides in-home follow-up care to reduce readmission among patients in remote areas.

Findings and Potential Opportunities

County Fire's equity-focused programs span community health, workforce development, emergency preparedness, and environmental resilience—addressing multiple CEDAW priority areas within an operational context that does not typically lend itself to demographic data collection. Programs such as EMS Corps, the Fuels Crew Program, and the Ramona Fire Technology Program are particularly relevant to CEDAW's economic development goals, creating accessible career pathways for underrepresented youth in rural and historically excluded communities. Looking ahead, opportunities may include developing more consistent tracking of program participation demographics—particularly for community-facing initiatives such as CHIP and CERT—to better assess whether services are reaching the most vulnerable residents and to support future action planning under the County's CEDAW commitments.

Section 5: Discussion

Section 5: Intersectional Gender Equity Analysis Discussion

This section summarizes findings from both the baseline assessment and departmental comparative analyses, drawing on comparisons between County program and workforce data and regionwide benchmarks from the American Community Survey (ACS) and other reference datasets. Women in the San Diego County region experience disproportionate challenges in economic security, housing, health, and employment, which are further shaped by race, immigration status, caregiving responsibilities, and language access. Our comparative analyses surfaced two main patterns:

- **Representation on par with regionwide benchmarks**, where populations facing gender disparities appear in County client populations, personnel, or program areas at levels broadly consistent with their share of the regional population or workforce—suggesting the County may be reaching or supporting them at expected rates; and
- **Potential service, representation, or programmatic gaps**, where populations appear over- or underrepresented relative to regionwide benchmarks—raising questions about whether barriers, differences in need, or other factors may limit equitable access to County services, opportunities, or employment.

The discussion that follows highlights populations the County appears to serve well as strengths to build on, while also identifying areas for further exploration to better understand and address potential barriers.

Economic Security and Workforce Participation

County operational data highlight both areas of strong engagement of women in economic support programs and persistent inequities in employment and earnings that warrant further action. This report does not assess program performance; rather, it provides a data-driven context for subsequent County action planning under the CEDAW ordinance.

Representation on par with Regionwide Trends

The County engages multiple populations experiencing lower earnings and workforce participation—particularly women in households with children under 6 years of age, immigrant women, and women with limited English proficiency—through programs such as CalWORKs, CAPI, and caregiver support services, which connect participants to income supports, training, and legal assistance.

As an employer, women comprise 60.9% of the County workforce, compared with approximately 49.4% of the region's population, indicating that women are well represented in County employment relative to their regionwide share. Hispanic, Asian, and Black women are represented at higher rates than their share of the region's female population. 45% of County-employed women hold a bachelor's degree or higher, providing context for advancement opportunities relative to regionwide educational attainment benchmarks, while also highlighting that more than half of women in the workforce hold roles not requiring a degree. This indicates that opportunities are accessible to employees across educational levels.

Potential Service or Representation Gaps

Despite overall strong representation, women are unevenly distributed across roles: White women hold the largest share of executive positions, Hispanic women are concentrated in line staff and supervisory roles, and Asian women are most represented in management, while Black women remain under 8% across all levels. Gender pay gaps—with women earning \$91,700 on average, or roughly 88¢ for every \$1 earned by men—relative to male earnings in the County workforce highlight the importance of continued pay equity review to assess the extent to which differences in tenure, job classification, or other factors may explain observed disparities. Recent declines in the number of Black, Native Hawaiian/Pacific Islander, and American Indian/Alaska Native women in the workforce further suggest the need to examine retention trends and potential barriers to continued employment.

On the service delivery side, programs such as General Relief and County Medical Services show disproportionately low female participation. Additional analysis could help determine whether there are unmet service needs or systemic barriers affecting women's engagement.

Housing Stability and Cost Burden

County operational data highlight areas of strong engagement in housing programs as well as populations where service gaps may exist.

Representation on par with Regionwide Trends

Housing stability is a critical equity issue for women—particularly older women, single mothers, and households without vehicles—who are overrepresented among severely cost-burdened residents. Housing and Community Development Services (HCDS) plays a central role in addressing these disparities through rental assistance, affordable housing production, and community development programs.

When benchmarked against regionwide population characteristics, HCDS serves a disproportionately high share of women (58.9% of clients compared with 49.4% regionwide). Within this group, HCDS shows especially strong reach to Latina women (33.8% of clients compared with approximately 34.5% regionwide), Black women (15.8% compared with approximately 4.2% regionwide), and MENA women (13.2% compared with approximately 1.9% regionwide). The department also reaches Arabic-speaking communities at much higher rates than their regionwide population share (17.4% of clients compared with approximately 0.9% regionwide), as well as residents from North America and Latin America and the Caribbean at higher-than-expected rates relative to their shares of the regional population. These engagement patterns align closely with populations facing some of the most severe housing cost burdens and homelessness risks, suggesting that current outreach and program design are reaching several groups with elevated housing vulnerability.

Potential Service or Representation Gaps

Despite these strengths, certain populations with high housing needs are underrepresented among HCDS clients, which may merit further validation to determine whether these differences reflect service barriers, differences in underlying need, program eligibility, or other factors influencing participation relative to regionwide benchmarks. Spanish-speaking residents, particularly Spanish-speaking men, are less represented, as are certain Asian communities and younger adults aged 25–34, suggesting potential differences between community need and program reach.

People with disabilities are also underrepresented among female clients (6.8% vs. 11.1% regionwide for women), even though disability often intersects with higher housing needs and accessibility requirements. Additional analysis could help clarify whether these differences reflect service barriers, variations in need, or other factors influencing participation.

Language Access and Immigrant Integration

County operational data highlight both successes in reaching women with limited English proficiency and immigrant women, as well as gaps where service reach may be improved.

Representation on par with Regionwide Trends

Several County departments—including Public Health Services, Self-Sufficiency Services (SSS), and the County Communications Office—have made strides in aligning outreach and service delivery with the County's threshold language framework by expanding translated materials, interpretation services, and culturally specific outreach in the languages most commonly spoken by residents with limited English proficiency.

In parallel, the County is also addressing language access and accessibility at a systems-level through updates to County websites and digital platforms, including the incorporation of multilingual content, translation tools, and digital accessibility best practices. These efforts are intended to ensure that residents can access information and services in their preferred language across departments, not only within individual programs.

Comparative analysis of service levels against regional demographics reveals notable areas of strong reach. Spanish-speaking women are proportionately or slightly overrepresented in programs such as First 5 San Diego, where they make up 29.6% of clients. Arabic-speaking women also show higher-than-expected representation in several service areas, including In-Home Supportive Services (IHSS), where they account for 8.0% of clients compared to 0.8% regionwide, and SSS overall, where they make up 2.1% of clients compared to 0.9% regionwide. Women from North America, Latin America and the Caribbean, and the MENA are substantially overrepresented in certain programs, including CAPI, where MENA women comprise 43.1% of clients and women from Latin America and the Caribbean comprise 31.7%. These trends suggest effective engagement in certain immigrant-origin and language communities with high service needs. These comparisons are based on program participation shares relative to regionwide population estimates by language and region of origin and are intended to describe patterns of reach rather than to evaluate program performance.

Language Access and Immigrant Integration (continued)

Potential Service or Representation Gaps

Despite these strengths, potential gaps remain in overall service reach. English-speaking women account for a substantially larger share of clients in some programs (e.g., 85.8% of Behavioral Health Services clients compared to 58% regionwide), indicating a divergence from regionwide language composition. Spanish-speaking women are underrepresented overall (10.8% and 12.7% of clients versus 23.2% regionwide), despite being proportionately served in some focused programs. Women from East Asia and Pacific and South Asia are consistently underrepresented—for example, East Asian women make up only 2.2% of Behavioral Health Services' clients compared to 12.5% regionwide, and South Asian women account for only 0.9% of SSS clients compared to 12.7% regionwide. In certain programs, immigrant-origin populations overall are underrepresented, North American women in Child Welfare Services (95.3% vs. 50.9% regionwide).

These patterns suggest areas for further validation to determine whether disparities reflect lower service needs, systemic gaps, or other barriers to participation, including potential differences in access by language and/or gender.

Older Women and Long-Term Care

County operational data show strong engagement of older women in programs designed for seniors, while also highlighting potential gaps in service reach outside specialized programs.

Representation on par with Regionwide Trends

When benchmarked against the region's senior population, Aging and Independence Services (AIS) demonstrates strong reach to older women in the San Diego County region face lower incomes, higher disability prevalence, and greater reliance on fixed incomes, making them more vulnerable to poverty, social isolation, and health challenges. AIS serves as a central resource for senior supports through programs such as Adult Protective Services, In-Home Supportive Services, the Multipurpose Senior Services Program (MSSP), Senior Options Advocacy and Referrals (SOAR), Linkages, and Veteran Services. Across AIS, women make up 57.7% of clients, slightly above their share of the region's senior population (54.3%), with particularly high representation in MSSP (77.3%) and SOAR (79.0%).

AIS also demonstrates strong reach to Latino/Hispanic women (30.6% vs. 2.2% regionwide), Black women (10.6% vs. 3.5%), and Middle Eastern/North African women (4.1% vs. 1.9%), as well as to Spanish-speaking women (18.8% vs. 15.8%) and Arabic-speaking women (6.1% vs. 0.8%). Women with disabilities are highly engaged, making up 50.9% of female clients compared to 32.7% of the region's senior female population. Housing and Community Development Services also reaches seniors at slightly higher-than-expected rates (65+, 20% vs. 17.8% regionwide), aligning with the reality that older women face compounded housing challenges due to multiple factors, including fixed incomes and higher rates of living alone.

Potential Service or Representation Gaps

While AIS and certain other County programs demonstrate strong engagement with older women, age distribution data across multiple departments suggests that seniors—and senior women in particular—are underrepresented in several service areas relative to their share of the regional population, outside of specialized aging or housing programs. In Behavioral Health Services, older women (65+) make up only 8.2% of clients compared to 17.8% regionwide, with the gap widest in Substance Use Disorder services (4.6%). In Self-Sufficiency Services, seniors represent 11.4% of clients overall, though they make up 81.4% of Cash Assistance Program for Immigrants (CAPI) participants, reflecting that program's focus on older immigrants.

Within AIS, some populations appear underrepresented, including women from East Asia and Pacific, South Asia, and "Other" regions. Veteran Services serves a small share of women (9.6%), though this may reflect the overall gender composition of the veteran population. These patterns may warrant further validation to determine whether disparities reflect lower service need, systemic access gaps, or other barriers influencing participation.

Conclusion

This assessment underscores that while the County has made progress in reaching women through programs, services, and workforce opportunities, there are still disparities that remain that require attention. Across economic, housing, health, and workforce outcomes, women face inequities that are compounded by race, age, immigration status, language, caregiving responsibilities, and disability status, among other factors.

These conditions are shaped by overlapping systems—including historic patterns of disinvestment, federal and state policy, and decisions by other jurisdictions—that extend beyond the County's direct control or purview. County programs demonstrate strong engagement with certain populations—such as women in households with children under 6 years of age, immigrant women, and older women—through tailored services, culturally responsive outreach, and inclusive program design. The County workforce also shows strong gender representation, with women well-positioned for advancement across educational levels and leadership roles.

At the same time, gaps persist. Uneven representation across racial and ethnic groups, underrepresentation of certain immigrant and language populations, lower participation in specific service areas, and gender pay gaps highlight opportunities for improvement. Addressing these inequities will require continued analysis, validation of service gaps, and deliberate strategies to ensure equitable access to services, opportunities, and career advancement for all women.

By building on areas of strength while systematically addressing these gaps, the County can better fulfill its role as an inclusive service provider, employer, and community partner, ensuring that women across all life stages and social identities can access the support, resources, and opportunities they need to thrive.

Appendix

Section 6: Technical Appendix

Unless otherwise noted, all results in this report are derived from the U.S. Census Bureau's American Community Survey (ACS) 5-Year Public Use Microdata Sample (PUMS), 2019–2023. Cross-tabulations were performed using ACS person- and household-level variables, weighted with Census-provided person weights (PWGTP). All demographic indicators, income and employment statistics, and focus population definitions are based on this microdata. Where comparative figures (e.g., income gaps between population groups) appear in the report text, they are calculated directly from the raw values presented in the appendix tables for the overall population. For focus population figures, all numbers are derived using the methodology outlined below.

Section 6 details how each statistic was calculated, including the exact ACS variables, recoding procedures, and weighting methods. Section 7 provides tabulated outputs for every demographic indicator, with instructions on how to interpret them. Together, these sections allow replication of our analysis and ensure full transparency into the underlying data and methods.

6.1. Data Sources and Scope

The primary data source for this baseline CEDAW analysis was the U.S. Census, specifically ACS/PUMS, because it enables a robust intersectional equity analysis. As stated in the County's CEDAW ordinance, "The County shall conduct intersectional gender analyses to identify, analyze, and eradicate barriers to gender equity and factors perpetuating gender inequity." Given this mandate, ACS/PUMS provided the strongest foundation, as it allows cross-tabulation of multiple variables (e.g., gender × race × immigration status × household type) at sufficient sample sizes and with acceptable margins of error.

By contrast, many other external datasets (e.g., CHIS, BRFSS, HUD AHS, PIT/HIC, BLS, SAIPE, CDC Vital Statistics, NHIS/CPS) either provide only univariate disaggregation (e.g., outcomes by gender or race), have small sample sizes that preclude reliable subgroup analysis, or are published only at higher levels of geography (state, region, or county) that cannot be aligned with the County's ZIP Code-level privacy requirements. For example, HUD's American Housing Survey reports only at the MSA level, CHIS produces limited ZIP-level estimates with large error margins, and BLS unemployment data is county-only without gender disaggregation. Relying on these sources would have produced an uneven analysis with limited intersectional depth.

Geographic granularity was another consideration when determining the use of external datasets. County privacy guidance restricted data to the ZIP Code-level, and this set the basis for how the analysis was structured for comparability between County administrative datasets and external benchmarks. While ACS/PUMS supports analysis at this geography, most other external datasets are published only at state, regional, or regional levels, and thus could not be aligned with the data provided by the County. For example, HUD's American Housing Survey reports at the MSA level,

CHIS produces limited ZIP-level estimates with large error margins, and BLS unemployment data is county-only without gender disaggregation.

Recency and comparability were also prioritized for this analysis. ACS/PUMS provides annual releases (most recently 2023) that are methodologically consistent across domains (housing, income, education, employment), which enabled production of a coherent set of population profiles. Other datasets, while valuable, have uneven update cycles, inconsistent variable definitions, or limited comparability with County-provided internal data (e.g., Point-in-Time homeless counts by CoC region).

Taken together, these considerations led us to winnow down the scope of external data use and rely primarily on ACS/PUMS for this baseline analysis. This decision ensured that the analysis could maintain methodological integrity by using data capable of true intersectional analysis, aligning with County privacy rules limiting geographic detail to ZIP Codes, and providing a consistent basis for comparison across populations and outcomes.

However, while ACS/PUMS provides the most reliable foundation for disaggregated intersectional analysis, it has several important limitations that should be acknowledged. First, ACS collects sex only as male or female and does not capture transgender, nonbinary, or gender-expansive identities. As a result, the survey cannot fully represent the lived experiences of LGBTQ+ populations, and any future analyses seeking to include these communities would need to rely on proxies such as household type or marital status. Second, ACS racial and ethnic categories are broad and at times obscure important within-group differences. The absence of a separate Middle Eastern and North African (MENA) identifier, for example, results in MENA respondents being classified as “White,” masking disparities experienced by these communities. Throughout this analysis, ‘gender’ refers to the sex variable reported in the ACS (male/female) due to data availability; future studies can expand to include non-binary and gender-diverse populations if additional comparative data becomes available.

Third, because ACS relies on sample-based estimates, smaller populations such as recent immigrants, people with disabilities, or unemployed workers often yield thin sample sizes, producing high margins of error when data are disaggregated further by gender and race. This is particularly challenging at the ZIP Code level, where multiple layers of disaggregation can result in unstable estimates. Fourth, ACS is strongest for demographic, economic, and housing indicators but does not capture outcomes central to gender equity, such as health status, childcare access, experiences of discrimination, or service utilization. Finally, the ACS release schedule introduces a temporal lag. The data reflect conditions at the time of collection and are released annually, which means they may not fully capture rapidly shifting dynamics such as post-pandemic changes in labor markets or housing costs.

Overall, ACS/PUMS is the strongest dataset available for intersectional analysis because it allows simultaneous cross-tabulation of multiple identity and socioeconomic variables at the level of detail required for this study. Nonetheless, its limitations should temper interpretation: certain

communities, such as MENA and LGBTQ+ populations, are underrepresented or misclassified; estimates for smaller populations should be viewed as directional rather than precise; and important equity outcomes such as health, service access, and experiences of discrimination cannot be captured. External datasets will remain important for future targeted studies and for validating ACS-based findings. CHIS, for example, can supplement health outcomes, PIT counts provide independent estimates of homelessness, and BRFSS offers benchmarks on health behaviors. For the purposes of this baseline CEDAW analysis, however, ACS/PUMS was the primary dataset that met the combined requirements of intersectionality, disaggregation, geographic consistency, recency, and comparability, and it therefore provides the most reliable foundation for this work.

6.1. Regional Demographics and Statistics

All analyses in this report were conducted using the U.S. Census Bureau's American Community Survey (ACS) Public Use Microdata Sample (PUMS), 5-year estimates (2019–2023). Data were accessed via the tidycensus package in R. Data were limited to San Diego County Public Use Microdata Areas (PUMAs), as defined by the 2020 Census geography. The only exception is the homelessness measure, which additionally draws on the U.S. Department of Housing and Urban Development's Point-in-Time (PIT) estimates.

This section documents how each demographic statistic was generated, including the geographic filters, recoding, and external sources applied. Together with Section 7, it provides a transparent basis for tracing all reported results back to raw ACS microdata or HUD sources.

Population by Gender

- Source Variable: SEX
- Universe: All individuals residing in San Diego County PUMAs
- Definition: SEX = 1 coded as Male; SEX = 2 coded as Female.
- Method: Weighted totals were computed separately for men and women by summing PWGTP. Percentages reflect each group's share of the total population.

Population by Gender and Race/Ethnicity

- Source Variables: RAC1P, HISP, SEX
- Universe: All individuals.
- Definition: Hispanic/Latino ethnicity overrides race. If HISP = 1, individuals are classified as Hispanic regardless of RAC1P. Non-Hispanic individuals are grouped as: White (RAC1P = 1), Black (RAC1P = 2), Asian (RAC1P = 6), and Other (all remaining RAC1P codes).
- Method: Weighted totals were computed for each gender × race/ethnicity category by summing PWGTP. Percentages reflect the distribution of race/ethnicity within gender. Rows with missing race values were excluded.

Population by Gender and Age Group

- Source Variable: AGEP
- Universe: All individuals.
- Definition: Age recoded into groups: 0–17 (AGEP ≤ 17), 18–24 (AGEP 18–24), 25–34 (AGEP 25–34), 35–44 (AGEP 35–44), 45–54 (AGEP 45–54), 55–64 (AGEP 55–64), 65–74 (AGEP 65–74), and 75+ (AGEP ≥ 75).
- Method: Weighted totals were calculated by summing PWGTP within gender and age group. Percentages reflect the age distribution within gender.

Population by Gender and Marital Status

- Source Variable: MAR
- Universe: All individuals.
- Definition: MAR recoded as: Married (MAR = 1), Widowed (MAR = 2), Divorced (MAR = 3), Separated (MAR = 4), Never Married (MAR = 5). Individuals under age 15 are coded as “Under 15” since MAR is not applicable.
- Method: Weighted totals were computed for each marital status within gender by summing PWGTP. Percentages reflect the distribution within gender.

Population by Gender and Citizenship Status

- Source Variable: CIT
- Universe: All individuals.
- Definition: CIT recoded as: Born in the U.S. (CIT = 1), Born in a U.S. territory (CIT = 2), Born abroad to U.S. parents (CIT = 3), Naturalized U.S. citizen (CIT = 4), Not a citizen (CIT = 5).
- Method: Weighted totals were computed by summing PWGTP for each citizenship status within gender. Percentages reflect the distribution within gender.

Region of Origin by Gender

- Source Variable: POBP
- Universe: All individuals.
- Definition: Place of birth (POBP) grouped into:
 - North America (001–199)
 - Latin America & Caribbean (200–399)
 - East Asia & Pacific (400–499)
 - South Asia (500–599)
 - Sub-Saharan Africa (600–699)
 - Middle East & North Africa (700–799)
 - Europe & Central Asia (800–999)
 - Oceania (1000–1099)
 - Other/Unknown (remaining or missing codes).
- Method: Weighted totals were calculated for each region within gender by summing PWGTP. Percentages reflect the distribution within gender.

Language Spoken at Home by Gender

- Source Variables: LANX (English indicator), LANP (language code)
- Universe: All individuals.

- Definition: Recoded from LANX and LANP. Categories: English only (LANX = 2), Spanish (LANP = 1200), Arabic (LANP = 4500), Other (all remaining valid LANP codes), and Unknown (missing or blank codes).
- Method: Weighted totals computed within gender by summing PWGTP. Percentages reflect language distribution within gender.

English Proficiency by Gender

- Source Variable: ENG
- Universe: Individuals with valid responses (excluding blanks “b”).
- Definition: ENG recoded as: Speaks very well (ENG = 1), Speaks well (ENG = 2), Does not speak well (ENG = 3), Does not speak at all (ENG = 4).
- Method: Weighted totals calculated by summing PWGTP within gender and proficiency category. Percentages reflect English proficiency distribution within gender.

Disability Status by Gender

- Source Variables: DDRS, DEAR, DEYE, DREM, DOUT, DPHY
- Universe: All individuals.
- Definition: “Yes” if any disability indicator equals 1; otherwise “No.”
- Method: Weighted totals computed by summing PWGTP within gender and disability status. Percentages reflect the distribution within gender.

Educational Attainment by Gender and Race/Ethnicity

- Source Variables: SCHL, RAC1P, HISP, SEX
- Universe: Individuals with valid education responses.
- Definition: SCHL recoded into:
 - Less than high school (SCHL = 0–15)
 - High school graduate (SCHL = 16)
 - Some college (SCHL = 17–20)
 - Bachelor’s degree (SCHL = 21)
 - Master’s degree (SCHL = 22)
 - Professional degree (SCHL = 23)
 - Doctorate degree (SCHL = 24).
- Method: Weighted totals computed by summing PWGTP within gender × race/ethnicity × education group. Percentages reflect the distribution within each gender and race group.

School Dropout Rate (Ages 16–19) by Gender and Race/Ethnicity

- Source Variables: SCHL, AGEP, RAC1P, HISP, SEX

- Universe: Youth ages 16–19.
- Definition: Youth ages 16–19 are classified as “dropouts” if SCHL indicates less than high school completion (SCHL = 0–15) and they are not currently enrolled in school. The dropout rate is the weighted share of these youth within each gender and race/ethnicity group.
- Method: Weighted dropout counts divided by total weighted youth population to calculate percentages, by gender and race/ethnicity.

Employment Status by Gender and Race/Ethnicity

- Source Variables: ESR, RAC1P, HISP, SEX
- Universe: Individuals age 16+.
- Definition: ESR recoded as: Employed (ESR = 1–2), Unemployed (ESR = 3), Not in labor force (ESR = 4–6).
- Method: Weighted totals computed for each group by summing PWGTP. Percentages reflect employment distribution by gender and race/ethnicity.

Occupation Sectors by Gender

- Source Variables: OCCP, SEX, ESR, MIL.
- Universe: Civilian employed population ages 16+ residing in San Diego County PUMAs. (Defined as ESR indicating employed—at work or with a job but not at work—and excluding active-duty military via MIL.)
- Definition: Occupations are grouped to match ACS table C24010 categories: Management/Business/Science/Arts; Service; Sales/Office; Natural Resources/Construction/Maintenance; Production/Transportation/Material Moving.
- Method: Each person’s OCCP is mapped to one of the five ACS major occupation sectors. Weighted totals are computed within men and women by summing PWGTP. Percentages reflect the distribution of occupation sectors within gender.

Earnings by Gender and Race/Ethnicity

- Source Variables: PINCP, ADJINC, RAC1P, HISP, SEX
- Universe: Individuals with positive personal income.
- Definition: Earnings adjusted for inflation using ADJINC.
- Method: Weighted mean of adjusted personal income calculated by gender and race/ethnicity using PWGTP.

Poverty Rate by Gender and Race/Ethnicity

- Source Variables: POVPIP, RAC1P, HISP, SEX
- Universe: Individuals with valid poverty responses.

- Definition: In poverty if $POVPIP < 100$.
- Method: Weighted mean poverty indicator calculated for each gender and race/ethnicity group using PWGTP.

Health Insurance Coverage by Gender and Race/Ethnicity

- Source Variables: HICOV, RAC1P, HISP, SEX
- Universe: Individuals with valid health insurance responses.
- Definition: Covered if $HICOV = 1$; not covered if $HICOV = 2$.
- Method: Weighted mean coverage indicator calculated by gender and race/ethnicity using PWGTP.

Cost-Burdened Renters by Gender and Race/Ethnicity

- Source Variables: TEN, GRNTP, HINCP, RAC1P, HISP, SEX
- Universe: Renter households ($TEN = 3$).
- Definition: Renter households ($TEN = 3$) classified as cost-burdened if annual gross rent ($GRNTP \times 12$) is greater than or equal to 30% of household income (HINCP).
- Method: Weighted mean cost burden indicator calculated by gender and race/ethnicity using PWGTP.

Homelessness by Gender and Race

- Source: HUD Point-in-Time (PIT) Estimates; ACS (population denominators); HR&A Housing Weaver.
- Universe: Individuals experiencing homelessness in San Diego County, with population denominators from all residents in San Diego County PUMAs.
- Definition: Homelessness counts come from PIT estimates (sheltered and unsheltered). Rates are calculated as the share of the resident population within each gender and race/ethnicity group.
- Method: Homelessness rate calculated as PIT homelessness count divided by ACS population totals by gender and race/ethnicity.

6.2. Intersectional Gender Inequity by Focus Populations

This section defines the focus populations and indicators used throughout the Gender Equity Report. Focus populations are subgroups of interest within San Diego County identified from ACS PUMS variables, while indicators represent the demographic, economic, and housing outcomes calculated for each group. Each indicator was generated for every focus population, with results benchmarked against the overall San Diego regional population age 16 and older. For consistency, the regionwide comparison group is defined as all individuals in the ACS PUMS sample who are age 16 or above, with totals weighted using Census person weights (PWGTP) to ensure representativeness. Definitions provided here document the underlying ACS variables and coding rules so that all measures can be independently replicated.

Table 1. Definition of Focus Populations

Focus Population	Definition
Households with Children under 6 Years Old	Households containing at least one child under the age of 6 (HUPAC = 1)
Intergenerational Households	Households identified as multigenerational, meaning three or more generations reside together (MULTG = 2)
Recent Immigrants	Individuals who lived outside the U.S. or Puerto Rico one year prior to the survey (MIG = 2)
Population with Limited English Proficiency	Individuals who report speaking English “not well” or “not at all” (ENG = 3 or 4)
Unemployed in the Last Year	Individuals currently unemployed and actively seeking work (ESR = 3)
Severely Housing Cost-Burdened Population	Renter households spending 50% or more of income on rent (GRPIP ≥ 50) or owner households spending 50% or more of income on owner costs (OCPIP ≥ 50)
Older	Individuals age 65 or older (AGEP ≥ 65)
Women Veteran	Women who have served in the U.S. Armed Forces but are not currently on active duty (SEX = 2 and MIL = 2)
Low-Income No Car Households	Households with no vehicle available and household income below the HUD Area Median Income (AMI) threshold for their household size (VEH = 0 and adjusted HINCP < AMI threshold, with household size capped at 8).

Table 2. Definition of Indicators

Indicator	Definition
Total Population Over 16	Individuals age 16 or older (AGEP ≥ 16), weighted by person weights (PWGTP).

Indicator	Definition
Median Household Income	Median household income adjusted for inflation (HINCP × ADJINC), restricted to householders (SPORDER = 1).
Median Person Income	Median personal income adjusted for inflation (PINCP × ADJINC), restricted to adults age 18+.
Median Rent	Median gross rent adjusted for inflation (GRNTP × ADJINC), restricted to renter households (TEN = 3).
Median Vehicles	Median number of vehicles available in household (VEH).
Employment Status (%)	Employment distribution among individuals age 16+: Employed (ESR = 1-2), Unemployed (ESR = 3), Not in labor force (ESR = 4-6), weighted by PWGTP.
Disability Status (%)	Share of individuals with a disability (DIS = 1) versus no disability, weighted by PWGTP.
Educational Attainment (%)	Distribution of education levels (SCHL) among individuals age 16+, weighted by PWGTP.
Hours Worked per Week - Median	Median usual hours worked per week (WKHP) among employed individuals (ESR = 1 or 4).
Health Insurance Coverage (%)	Share of individuals age 16+ with health insurance coverage (HICOV = 1), weighted by PWGTP.
Income-to-Poverty Ratio (Mean)	Mean income-to-poverty ratio (POVPIP) among individuals age 16+, weighted by PWGTP.
Self-Care Difficulty (%)	Share of individuals reporting difficulty with self-care (DDRS = 1), weighted by PWGTP.
Broadband Access (%)	Share of households with broadband internet (HISPEED = 1), weighted by WGTP at the household level.
Rent as Percentage of Household Income (Mean)	Mean rent-to-income ratio (GRPIP) among renter households (TEN = 3), weighted by WGTP.
Ownership Cost as Percentage of Household Income (Mean)	Mean owner cost-to-income ratio (OCPIP) among owner households (TEN = 1-2), weighted by WGTP.
Overcrowding (%)	Share of households flagged as overcrowded (more than 1 person per room), weighted by WGTP.
Median Vehicles per Household	Median number of vehicles (VEH) among householders (SPORDER = 1).
Tenure Status (%)	Share of households that are owned, rented, or other, based on TEN, weighted by WGTP.
Median Home Value for Owners	Median home value (VALP) among owner households (TEN = 1-2).

Indicator	Definition
English Ability (%)	Distribution of English proficiency (ENG) among individuals age 16+, weighted by PWGTP.
Travel Time to Work - Median	Median commute time in minutes (JWMNP) among employed individuals (ESR = 1 or 4).

6.3. Intersectional Gender Inequity by Geography

All analyses in this section are based on the U.S. Census Bureau's American Community Survey (ACS) 5-year estimates (2019–2023), retrieved using the tidycensus package in R. Data are reported at the ZIP Code Tabulation Area (ZCTA) level, which approximates postal ZIP Codes, and were restricted to those falling within San Diego County (n = 128). The full list of San Diego County ZIP Codes was obtained from the California Institute of County Government and manually cross-referenced to ensure complete county coverage.

ACS demographic data are published by ZIP Code Tabulation Area (ZCTA), which approximates but does not exactly match postal ZIP Codes. For consistency with County-provided datasets organized by ZIP Code, ACS data were aligned to ZIP Code geography using a one-to-one matching process where available. This allows for direct comparison between population characteristics and County service data, though small differences between ZIP and ZCTA boundaries may introduce minor spatial discrepancies.

Population by Gender by ZIP Code

- Source Variables: B01001_002 (Male), B01001_026 (Female).
- Universe: All individuals residing in San Diego County ZCTAs.
- Definition: Males and females as reported by the ACS sex variable.
- Method: ACS estimates were retrieved for males and females separately by ZIP Code. Total population was calculated as the sum of male and female counts. Percentages reflect each gender's share of the ZIP Code total population.

Population by Race/Ethnicity by ZIP Code

- Source Variables:
 - B03002_003 (White)
 - B03002_004 (Black or African American)
 - B03002_005 (American Indian and Alaska Native)
 - B03002_006 (Asian)
 - B03002_007 (Native Hawaiian and Other Pacific Islander)
 - B03002_008 (Some other race)
 - B03002_009 (Two or more races)
 - B03002_012 (Hispanic/Latino, of any race)
- Universe: All individuals residing in San Diego County ZCTAs.
- Definition: Categories reflect ACS race and ethnicity coding. Hispanic/Latino identity is treated as a distinct category, consistent with ACS table structure.
- Method: ACS estimates were retrieved for each category by ZIP Code. Totals were calculated as the sum across all categories. Percentages reflect the share of each race/ethnicity group within the ZIP Code population.

Median Household Income by ZIP Code

- Source Variable: B19013_001 (Median household income).

- Universe: All households residing in San Diego County ZCTAs.
- Definition: Median household income as reported by ACS, expressed in inflation-adjusted dollars.
- Method: Median household income values were retrieved directly from ACS by ZIP Code. Unlike other statistics, this variable is provided as a pre-computed ACS median rather than calculated from microdata.

Section 7: Data Tables Appendix

This appendix presents detailed demographic, economic, and housing statistics for San Diego County, disaggregated by gender and race/ethnicity. The methods used to construct each measure are provided in detail in Section 6.

Tables report either distributions or rates, as noted in each table caption. Distributions show how characteristics are spread within a reference group (percentages sum to 100%), while rates represent the share of a population experiencing a particular outcome.

Population by Gender

Table 3. Population by Gender

Gender	Percentage
Female	49.4%
Male	50.6%

Population by Gender and Race/Ethnicity

Note: Percentages represent within-gender distributions. Race categories sum to 100% separately for men and women.

Table 4. Population by Gender and Race/Ethnicity

Gender	Race	Percentage
Female	White (Non-Hispanic/Latino)	42.6%
Female	Hispanic/Latino	35.0%
Female	Black (Non-Hispanic/Latino)	4.0%
Female	Asian (Non-Hispanic/Latino)	12.7%
Female	Other (Non-Hispanic/Latino)	5.7%
Male	White (Non-Hispanic/Latino)	44.3%
Male	Hispanic/Latino	34.1%
Male	Black (Non-Hispanic/Latino)	4.8%
Male	Asian (Non-Hispanic/Latino)	11.2%
Male	Other (Non-Hispanic/Latino)	5.7%

Population by Gender and Age Group

Note: Percentages represent within-gender distributions. Age group categories sum to 100% separately for men and women.

Table 5. Population by Gender and Age Group

Gender	Race	Percentage
Female	0-17	19.6%
Female	18-24	9%
Female	25-34	2915.1%
Female	35-44	14.1%
Female	45-54	12.2%
Female	55-64	12.3%
Female	65-74	9.8%
Female	75+	8%
Male	0-17	20.2%
Male	18-24	10.3%
Male	25-34	16.3%
Male	35-44	14.8%
Male	45-54	12.2%
Male	55-64	11.6%
Male	65-74	8.8%
Male	75+	5.8%

Population by Gender and Marital Status

Note: Percentages represent within-gender distributions. Marital status categories sum to 100% separately for men and women.

Table 6. Population by Gender and Marital Status

Gender	Marital Status	Percentage
Female	Divorced	9.6%
Female	Married	39.0%
Female	Never Married	44.0%
Female	Separated	1.7%
Female	Widowed	5.8%
Male	Divorced	6.1%
Male	Married	40.1%
Male	Never Married	51.2%
Male	Separated	1.1%
Male	Widowed	1.5%

Population by Gender and Citizenship Status

Note: Percentages represent within-gender distributions. Citizenship status categories sum to 100% separately for men and women.

Table 7. Population by Gender and Citizenship Status

Gender	Citizenship Status	Percentage
Female	Born in U.S.	73.6%
Female	Born in U.S. Territory	0.3%
Female	Born abroad to U.S. parents	1.7%
Female	Naturalized Citizen	14.9%
Female	Not a Citizen	9.5%
Male	Born in U.S.	77.1%
Male	Born in U.S. Territory	0.4%
Male	Born abroad to U.S. parents	1.8%
Male	Naturalized Citizen	11.9%
Male	Not a Citizen	8.8%

Region of Origin by Gender

Note: Percentages represent within-gender distributions. Region of origin categories sum to 100% separately for men and women.

Table 8. Region of Origin by Gender

Gender	Region of Origin	Percentage
Female	East Asia & Pacific	12.5%
Female	Latin America & Caribbean	0.1%
Female	Middle East & North Africa	1.3%
Female	North America	50.9%
Female	South Asia	12.7%
Female	Sub-Saharan Africa	0.0%
Female	Other	22.5%
Male	East Asia & Pacific	13.0%
Male	Latin America & Caribbean	0.1%
Male	Middle East & North Africa	1.1%
Male	North America	51.4%
Male	South Asia	11.3%
Male	Sub-Saharan Africa	0.0%
Male	Other	23.1%

Language Spoken at Home by Gender

Note: Percentages represent within-gender distributions. Language categories sum to 100% separately for men and women.

Table 9. Language Spoken at Home by Gender

Gender	Language	Percentage
Female	English	58%
Female	Spanish	23.2%
Female	Arabic	0.9%
Female	Other	12.3%
Female	Unknown	5.6%
Male	English	61.3%
Male	Spanish	21.7%
Male	Arabic	0.9%
Male	Other	10.3%
Male	Unknown	5.8%
Total	Arabic	0.9%
Total	English	59.7%
Total	Other	0.0%
Total	Spanish	22.4%
Total	Unknown	0.0%

English Proficiency by Gender

Note: Percentages represent within-gender distributions. English proficiency categories sum to 100% separately for men and women.

Table 10. English Proficiency by Gender

Gender	English Proficiency	Percentage
Female	Very Well	63.2%
Female	Well	18.7%
Female	Not Well	13.3%
Female	Not At All	4.8%
Male	Very Well	65.9%
Male	Well	19.1%
Male	Not Well	11.5%
Male	Not At All	3.5%

Disability Status by Gender

Note: Percentages represent within-gender distributions. Disability status categories sum to 100% separately for men and women.

Table 11. Disability Status by Gender

Gender	Disability Status	Percentage
Female	Not Disabled	72.1%
Female	Disabled	11.1%
Female	Unknown	16.9%
Male	Not Disabled	72.5%
Male	Disabled	10.4%
Male	Unknown	17.1%

Educational Attainment by Gender and Race/Ethnicity

Note: Percentages represent within-race distributions. Educational attainment categories sum to 100% separately for each racial group, within the gender category noted.

Female Population:

Table 12. Educational Attainment by Race/Ethnicity, Female Population

Race	Educational Attainment	Percentage
White (Non-Hispanic)	Some College or More	30.3%
White (Non-Hispanic)	Bachelor's Degree or More	16.4%
White (Non-Hispanic)	Master's Degree or More	16.9%
White (Non-Hispanic)	Professional School Degree or More	22.0%
White (Non-Hispanic)	Doctorate Degree	14.3%
Hispanic/Latino	Some College or More	29.7%
Hispanic/Latino	Bachelor's Degree or More	19.5%
Hispanic/Latino	Master's Degree or More	14.1%
Hispanic/Latino	Professional School Degree or More	19.3%
Hispanic/Latino	Doctorate Degree	17.4%
Black (Non-Hispanic)	Some College or More	22.1%
Black (Non-Hispanic)	Bachelor's Degree or More	17.1%
Black (Non-Hispanic)	Master's Degree or More	19.4%
Black (Non-Hispanic)	Professional School Degree or More	28.7%
Black (Non-Hispanic)	Doctorate Degree	12.7%
Asian (Non-Hispanic)	Some College or More	26.7%
Asian (Non-Hispanic)	Bachelor's Degree or More	12.7%
Asian (Non-Hispanic)	Master's Degree or More	18.3%
Asian (Non-Hispanic)	Professional School Degree or More	18.5%
Asian (Non-Hispanic)	Doctorate Degree	23.8%

Race	Educational Attainment	Percentage
Other (Non-Hispanic)	Some College or More	35.6%
Other (Non-Hispanic)	Bachelor's Degree or More	13.8%
Other (Non-Hispanic)	Master's Degree or More	18.7%
Other (Non-Hispanic)	Professional School Degree or More	20.1%
Other (Non-Hispanic)	Doctorate Degree	11.8%

Male Population;

Table 13. Educational Attainment by Race/Ethnicity, Male Population

Race	Educational Attainment	Percentage
White (Non-Hispanic)	Some College or More	30.6%
White (Non-Hispanic)	Bachelor's Degree or More	15.2%
White (Non-Hispanic)	Master's Degree or More	15.6%
White (Non-Hispanic)	Professional School Degree or More	22.3%
White (Non-Hispanic)	Doctorate Degree	16.2%
Hispanic/Latino	Some College or More	26.6%
Hispanic/Latino	Bachelor's Degree or More	17.8%
Hispanic/Latino	Master's Degree or More	16.1%
Hispanic/Latino	Professional School Degree or More	19.1%
Hispanic/Latino	Doctorate Degree	20.4%
Black (Non-Hispanic)	Some College or More	21.3%
Black (Non-Hispanic)	Bachelor's Degree or More	15.8%
Black (Non-Hispanic)	Master's Degree or More	17.1%
Black (Non-Hispanic)	Professional School Degree or More	19.8%
Black (Non-Hispanic)	Doctorate Degree	25.9%
Asian (Non-Hispanic)	Some College or More	31.2%
Asian (Non-Hispanic)	Bachelor's Degree or More	12.2%
Asian (Non-Hispanic)	Master's Degree or More	15.9%
Asian (Non-Hispanic)	Professional School Degree or More	21.4%
Asian (Non-Hispanic)	Doctorate Degree	19.3%
Other (Non-Hispanic)	Some College or More	30.1%
Other (Non-Hispanic)	Bachelor's Degree or More	19.3%
Other (Non-Hispanic)	Master's Degree or More	17.6%
Other (Non-Hispanic)	Professional School Degree or More	21.4%
Other (Non-Hispanic)	Doctorate Degree	11.6%

School Dropout Rate (Ages 16–19) by Gender and Race/Ethnicity

Note: Reported as rates. Values show the share of youth population (16-19) that dropped out of school.

Table 14. School Dropout Rate by Gender and Race/Ethnicity

Gender	Race	Dropout Rate
Female	White (Non-Hispanic)	0.0%
Female	Hispanic/Latino	0.8%
Female	Black (Non-Hispanic)	0.5%
Female	Asian (Non-Hispanic)	0.8%
Male	White (Non-Hispanic)	0.5%
Male	Hispanic/Latino	0.2%
Male	Black (Non-Hispanic)	1.0%
Male	Asian (Non-Hispanic)	0.3%

Employment Status by Gender and Race/Ethnicity

Note: Percentages represent within-race distributions. Employment status categories sum to 100% separately for each racial group, within the gender category noted.

Female Population

Table 15. Employment Status by Gender and Race/Ethnicity, Female Population

Race	Employment Status	Percentage
White (Non-Hispanic)	Employed	53.5%
White (Non-Hispanic)	Unemployed	3.1%
White (Non-Hispanic)	Not in Labor Force	43.4%
Hispanic/Latino	Employed	57.0%
Hispanic/Latino	Unemployed	5.0%
Hispanic/Latino	Not in Labor Force	38.0%
Black (Non-Hispanic)	Employed	49.9%
Black (Non-Hispanic)	Unemployed	5.8%
Black (Non-Hispanic)	Not in Labor Force	44.3%
Asian (Non-Hispanic)	Employed	57.3%
Asian (Non-Hispanic)	Unemployed	3.1%
Asian (Non-Hispanic)	Not in Labor Force	39.6%
Other (Non-Hispanic)	Employed	61.5%
Other (Non-Hispanic)	Unemployed	4.0%
Other (Non-Hispanic)	Not in Labor Force	34.5%

Male Population

Table 16. Employment Status by Gender and Race/Ethnicity, Male Population

Race	Employment Status	Percentage
White (Non-Hispanic)	Employed	59.8%
White (Non-Hispanic)	Unemployed	3.8%
White (Non-Hispanic)	Not in Labor Force	36.5%
Hispanic/Latino	Employed	67.5%
Hispanic/Latino	Unemployed	4.8%
Hispanic/Latino	Not in Labor Force	27.7%
Black (Non-Hispanic)	Employed	52.2%
Black (Non-Hispanic)	Unemployed	5.0%
Black (Non-Hispanic)	Not in Labor Force	42.8%
Asian (Non-Hispanic)	Employed	65.1%
Asian (Non-Hispanic)	Unemployed	3.0%
Asian (Non-Hispanic)	Not in Labor Force	31.9%
Other (Non-Hispanic)	Employed	61.1%
Other (Non-Hispanic)	Unemployed	5.7%
Other (Non-Hispanic)	Not in Labor Force	33.2%

Occupation Sectors by Gender

Table 17. Occupation Sectors by Gender, for the Civilian Population 16 Years and Over

Sector	Percentage of Population Employed in Sector	Percentage of Female Population Employed in Sector	Percentage of Male Population Employed in Sector
Management, Business, and Financial Operations Occupations	18.8%	46.3%	53.7%
Professional and Related Occupations	28.0%	50.6%	49.4%
Healthcare Support Occupations	3.3%	79.2%	20.8%
Protective Service Occupations	2.0%	22.7%	77.3%
Food Preparation and Serving Related Occupations	5.8%	48.6%	51.4%
Building and Grounds Cleaning and Maintenance Occupations	3.5%	39.1%	60.9%
Personal Care and Service Occupations	2.9%	75.4%	24.6%

Sector	Percentage of Population Employed in Sector	Percentage of Female Population Employed in Sector	Percentage of Male Population Employed in Sector
Sales and Related Occupations	9.5%	49.7%	50.3%
Office and Administrative Support Occupations	9.5%	69.3%	30.7%
Farming, Fishing, and Forestry Occupations	0.4%	34.3%	65.7%
Construction, Extraction, and Maintenance Occupations	6.7%	3.3%	96.7%
Production Occupations	4.1%	31.6%	68.4%
Transportation and Material Moving Occupations	5.5%	21.5%	78.5%

Earnings by Gender and Race/Ethnicity

Table 18. Mean Earnings by Gender and Race/Ethnicity

Gender	Race	Mean Earnings
Female	White (Non-Hispanic)	\$66,418
Female	Hispanic/Latino	\$41,541
Female	Black (Non-Hispanic)	\$46,012
Female	Asian (Non-Hispanic)	\$60,968
Female	Other (Non-Hispanic)	\$58,739
Male	White (Non-Hispanic)	\$100,654
Male	Hispanic/Latino	\$57,433
Male	Black (Non-Hispanic)	\$57,706
Male	Asian (Non-Hispanic)	\$90,126
Male	Other (Non-Hispanic)	\$76,830

Poverty Rate by Gender and Race/Ethnicity

Table 19. Poverty Rate by Gender and Race/Ethnicity

Gender	Race	Poverty Rate
Female	White (Non-Hispanic)	10.4%
Female	Hispanic/Latino	14.9%
Female	Black (Non-Hispanic)	23.0%
Female	Asian (Non-Hispanic)	11.3%

Gender	Race	Poverty Rate
Female	Other (Non-Hispanic)	11.0%
Male	White (Non-Hispanic)	11.1%
Male	Hispanic/Latino	14.2%
Male	Black (Non-Hispanic)	23.9%
Male	Asian (Non-Hispanic)	10.8%
Male	Other (Non-Hispanic)	12.7%

Health Insurance Coverage by Gender and Race/Ethnicity

Note: Reported as rates. Values show the share of households of that gender and race with health insurance coverage.

Table 20. Health Insurance Coverage by Gender and Race/Ethnicity

Gender	Race	Health Insurance Coverage Rate
Female	White (Non-Hispanic)	96.9%
Female	Hispanic/Latino	89.4%
Female	Black (Non-Hispanic)	95.0%
Female	Asian (Non-Hispanic)	96.0%
Female	Other (Non-Hispanic)	95.0%
Male	White (Non-Hispanic)	96.3%
Male	Hispanic/Latino	86.4%
Male	Black (Non-Hispanic)	91.6%
Male	Asian (Non-Hispanic)	95.7%
Male	Other (Non-Hispanic)	93.0%

Cost-Burdened Renters by Gender and Race/Ethnicity

Note: Reported as rates. Values show the share of households experiencing severe cost burden.

Table 21. Cost-Burdened Renters by Gender and Race/Ethnicity

Gender	Race	Cost-Burdened Rate
Female	White (Non-Hispanic)	54.7%
Female	Hispanic/Latino	58.0%
Female	Black (Non-Hispanic)	64.4%
Female	Asian (Non-Hispanic)	49.5%
Female	Other (Non-Hispanic)	54.6%
Male	White (Non-Hispanic)	50.6%
Male	Hispanic/Latino	53.9%
Male	Black (Non-Hispanic)	61.7%
Male	Asian (Non-Hispanic)	44.1%

Gender	Race	Cost-Burdened Rate
Male	Other (Non-Hispanic)	53.0%

Homelessness Rates by Gender

Table 22. Homelessness Rates by Gender

Gender	Homelessness Rate per 10,000	Homeless Count	Total Population Count
Female	22.57	3,663	1,622,626
Male	38.92	6,461	1,660,156

Homelessness Rates by Race

Table 23. Homelessness Rates by Race

Race	Homelessness Rate per 10,000	Homeless Count	Total Population Count
Black	148.00	2,288	154,596
White	34.27	5,964	1,740,220
Two or More Races	24	1,410	594,033
Asian	3.91	157	401,057

Median Personal Income by Focus Population

Table 24. Median Personal Income by Focus Population

Focus Population	Female	Male
Low income, no car	\$ 14,505	\$ 18,116
Unemployed	\$ 6,234	\$ 11,938
Homelessness risk (renter)	\$ 12,077	\$ 18,450
Disability	\$ 17,965	\$ 27,067
Homelessness risk (owner)	\$ 14,008	\$ 24,154
Limited English	\$ 10,419	\$ 24,419
Intergenerational	\$ 20,290	\$ 35,683
Immigrants	\$ 5,797	\$ 28,218
Elderly	\$ 25,845	\$ 48,937
Households with children <6	\$ 34,730	\$ 74,878

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Section 9: CEDAW Ordinance

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CHAPTER 8.3. DISCRIMINATION AGAINST WOMEN

SEC. 32.831. DEFINITIONS.

- a) "CEDAW" shall mean The Convention on the Elimination of All Forms of Discrimination against Women.
- b) "County" shall mean the County of San Diego as a governmental entity, including its officers and employees, performing its functions throughout the region of its geographical boundaries pursuant to jurisdictional powers established by law.
- c) "Commission on the Status of Women and Girls" shall mean the San Diego County Commission on the Status of Women and Girls established by the Board of Supervisors pursuant to Article VI of the San Diego County Code of Administrative Ordinances.
- d) "Disaggregated data" shall mean information collected and analyzed by enumerated categories in order to identify disparities. These categories shall include, to the extent permitted by law, race, immigration status, national origin or ancestry, gender, gender identity, disability, marital status, sex, sexual orientation, age, parental status, language, socioeconomic status, and other attributes.
- e) "Discrimination against women and girls" shall mean any adverse, unequal, and/or unfavorable treatment of women and girls based on sex, gender, gender identity, and/or gender expression with regard to economic, social, cultural, civil, political, and legal areas. This includes any distinction, exclusion, or restriction on the basis of gender and sex assigned at birth that has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. The definition of discrimination includes gender-based violence, that is, violence that is directed against a woman because she is a woman or that affects women disproportionately. It includes acts that inflict physical, mental, or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty by family, community, or government.
- f) "Women and girls" shall mean those who identify as women and girls, including transgender women and gender non-conforming, and those assigned female at birth who include non-binary, transgender men and intersex communities.
- g) "Gender" shall mean the characteristics of women, men, girls, and boys that are socially constructed. As a social construct, gender can vary among cultures and can change over time.
- h) "Gender equity" shall mean the redress of discriminatory practices and ensuring equitable conditions that enable women and girls to achieve full, substantive equality with men, recognizing that needs of women and men may differ, resulting in fair and equitable outcomes for all. This includes the redress of discriminatory practices and ensuring equitable conditions for persons identifying as transgender, nonbinary, and/or gender non-conforming to achieve full equality and equity.
- i) "Intersectional" shall mean the interconnected nature of social categorizations and individual characteristics that overlap as interdependent and compounded systems of

discrimination. These categorizations and characteristics include, but are not limited to, gender, gender identity, race, ethnicity, nationality, immigration status, sexual orientation, age, socio-economic status, education, language, and disability.

(Added by Ord. No. 10791 (N.S.), effective 6-9-22)

SEC. 32.832. LOCAL PRINCIPLES OF CEDAW.

It is the goal of the County to implement the principles underlying the CEDAW to achieve gender equity and eradicate discrimination against women and girls. The CEDAW principles must be integrated in the County's role as a service provider, employer, and community and business partner. The County recognizes the connection between racial discrimination, as articulated in the International Convention on the Elimination of All Forms of Racial Discrimination, and discrimination against women. In implementing the principles underlying the CEDAW, the County shall ensure that a consideration of the intersectionality of discrimination is at the forefront of all efforts, and shall afford special attention to individuals in poverty, who have the least access to opportunities. The county shall conduct intersectional gender analyses to identify, analyze, and eradicate barriers to gender equity and factors perpetuating gender inequity.

- a) Economic development.
 - a. The county shall take all appropriate measures to prevent and eliminate discrimination against women and girls in the County of San Diego in all areas of economic development, including employment; licenses, permits and registrations; and public contracting.
 - b. The labor standards and enforcement programs of the County of San Diego's Office of Labor Standards and Enforcement shall incorporate a commitment to advancing the right of women and girls to equal treatment in employment, including the right to equal pay.
 - c. The county recognizes that women and girls are disproportionately adversely impacted by poverty, which impedes their access to nutritional food, affordable housing, and stable employment. The county shall take all appropriate measures to eliminate discrimination against women and girls in the administration of public benefits.
 - d. The county recognizes women and girls disproportionately bear family caregiving responsibilities.
 - e. The county shall encourage and, where possible, support the necessary social services to enable individuals to balance work responsibilities with family obligations and participation in public and home life, in particular, through promoting the establishment and development of an accessible, affordable, and quality network of child and family care services and facilities, flexible work schedules, paid family leave, and family-friendly workplace policies. The county must also encourage support for policies and programs that expand access to child/family care, elder care, and home health care services.
- b) Criminal legal system.
 - a. The county shall take appropriate measures to eliminate discrimination against women and girls impacted by the criminal legal system;
 - b. The county shall implement measures designed to provide women and girls impacted by the criminal legal system with equitable education opportunities;

- c. The county shall look for ways to deliver services that is gender-responsive and trauma-informed, designed to address those issues faced by women and girls affected by the criminal legal system;
 - d. The county must look for ways to provide equitable employment opportunities for formerly incarcerated women and remove barriers to gainful employment;
 - e. The county must look for ways to provide equitable access to permanent, affordable housing options for formerly incarcerated women and remove barriers to securing and maintaining such housing.
- c) Political and civic engagement.
- a. It must be a goal of the county to equitably educate all individuals, including women and girls, about their voting rights and to encourage civic engagement;
 - b. The county must look for opportunities that encourage voter registration among all voters, including women;
 - c. The county must look for ways to encourage civic and political engagement among women, including holding public office, membership in local commissions, boards, or task forces, and participating in community service.
- d) Healthcare.
- a. The county shall take appropriate measures to eliminate discrimination and implicit bias against women and girls that impact the provision of, and access to, health care services provided by the county.
 - b. It is the goal of the county to equitably facilitate information about access to quality health care facilities, services, and resources, including comprehensive sexual health, according to the needs of all communities, regardless of age, race, ethnicity, culture, language, socio-economic status, and/or sexual orientation.
 - c. In the county's partnerships and contracts with care providers, the county must find ways to promote access to quality, culturally-sensitive health services for all women and girls, including immigrant, transgender, and Black, Indigenous, and People of Color (BIPOC), in connection with family planning, reproductive services, prenatal care, delivery and birth, and post-natal care, including adequate nutrition during pregnancy and lactation. The county must aim to find ways to improve birthing parent and infant mortality, recognizing the greater adversity faced by BIPOC women, including addressing bias, anti-Blackness, and racism in obstetric care.
- e) Gender-based violence and harassment.
- a. The county shall take and diligently pursue all appropriate measures to prevent and redress domestic violence, gender-based violence, gender-based hate crimes, and harassment.
 - b. The county shall seek and encourage ways for survivors of violence and harassment to receive appropriate protective and support services, including, but not limited to, legal, medical, counseling, shelter, rehabilitation programs, and hotline services.
 - c. The county shall endeavor to develop, fund, and promote projects to prevent retaliation and intimidation, and to assist survivors of human trafficking and individuals currently being trafficked.
 - d. Individuals who are engaged in sex work, including individuals who are transgender, are especially vulnerable to violence and hate crimes for many reasons. The county will endeavor to prevent the perpetuation of violence and hate crimes towards individuals engaged in sex work by, among other things, providing a way for victims to report these violent acts and seek help without fear of retaliation or

stigmatization. It is the policy of the county that such acts of violence should be diligently investigated. The county shall endeavor to develop, fund, and promote projects to prevent violence against individuals who are engaged in sex work, including victims of sex trafficking.

- e. The county shall also seek opportunities to develop, fund, and promote projects that enable individuals engaged in sex work to achieve economic independence and stability outside of the patriarchal-established sex industry, including access to financial assistance and additional resources.
- f) Housing and homelessness.
 - a. The county shall take appropriate and timely measures to ensure equitable access to affordable, permanent housing options for women and girls, recognizing the even greater adversity faced by those released from long-term hospitalization, and identify, analyze and remove barriers to such housing options.
 - b. The county shall take appropriate and timely measures to ensure domestic violence shelters and transitional housing options are accessible regardless of parental and familial status.
- g) Transportation, library services, parks and recreation, and environmental health services.
 - a. The County shall take appropriate and timely measures to ensure women and girls have equitable access to transportation, library services, parks and recreation, and environmental health services.
 - b. The County shall identify, analyze, and remove barriers, including through education (such as technology-based), to equitable access to transportation, library services, parks and recreation, and environmental health services.

(Added by Ord. No. 10791 (N.S.), effective 6-9-22)

SEC. 32.833. LOCAL IMPLEMENTATION OF THE CEDAW.

- a) There is a continued need for the County of San Diego to advance and assert the rights of women and girls by identifying, analyzing, and removing barriers to gender equity. There is the need to analyze the operations of county departments and programs to identify factors perpetuating gender inequity in, but not limited to, budget allocation, contracting, and the provision of direct and indirect services, and, once identified, to timely address those barriers and remedy their discriminatory effects.
- b) Intersectional Gender Analysis and Action Plans. In order to implement the principles of this CEDAW ordinance, the County of San Diego recognizes it must first identify and analyze gender inequities in order to implement effective measures to remove barriers and promote gender-equitable practices.
 - a. The Chief Administrative Officer shall be responsible for coordinating and directing the completion of an intersectional gender analysis of the entire county, including county departments, offices, programs, boards, commissions, and other operational units. This analysis will establish the baseline for subsequent analyses that may be conducted by the county. All analyses will be conducted externally by qualified individuals.
 - b. The baseline intersectional gender analysis shall include, at a minimum:
 - i. The collection of disaggregated data, including disaggregated data regarding all county residents; and

- ii. An evaluation of intersectional gender equity in the operations of each county department, office, program, board, commission, or other operational unit, including in, but not limited to, budget allocations, contracting, and the provision of direct and indirect services.
 - c. The Chief Administrative Officer shall engage with the Commission on the Status of Women and Girls, and retain the assistance of qualified expert(s) in conducting the baseline analysis.
 - d. Within 180 days following the effective date of this ordinance, the Chief Administrative Officer will develop and present the Board of Supervisors with a proposed plan for completing the baseline analysis, including funding, procurement of consultant(s), and timeline for completion. The Commission on the Status of Women and Girls shall provide input in the development of the proposed plan.
 - e. The baseline analysis shall be conducted in an efficient manner that leverages available County resources, including existing or concurrently-developed information, data and analyses. A baseline intersectional gender analysis for purposes of this ordinance is not required where qualified expert(s) determine the same or similar analysis was recently conducted, or will be conducted by the completion of the baseline analysis, pursuant to a county, state or federal policy, law or regulation.
 - f. The results of the baseline intersectional gender analysis will be presented in a public meeting of the Board of Supervisors.
 - g. Upon completion of the baseline intersectional gender analysis, the county departments, offices, programs, boards, commissions, and other operational units will develop individual Intersectional Gender Equity Action Plans, with the approval of the Chief Administrative Officer. The Commission on the Status of Women and Girls will provide input in the development of these plans. These individual Intersectional Gender Equity Action Plans will be updated on a biannual basis.
 - h. The Chief Administrative Officer shall recommend budget allocations for the adequate funding for completion and implementation of county departments, offices, programs, boards, commissions, and other operational units' Intersectional Gender Equity Action Plans, including the need for further or ongoing intersectional gender analyses that may be conducted internally or externally.
- c) Oversight body.
- a. The Office of Equity and Racial Justice shall provide technical assistance to the county throughout the intersectional gender analysis process, and shall develop timelines for completion of each county department, office, program, board, and commission's Intersectional Gender Equity Action Plan.
 - b. The Office of Equity and Racial Justice will oversee the Intersectional Gender Equity Action Plan implementation and reporting by each county department, office, program, board, and commission.
 - c. The Office of Equity and Racial Justice and the Commission on the Status of Women and Girls shall, based upon the equity disparities identified in the intersectional gender analyses, offer guidance to the Chief Administrative Officer and county departments, programs, boards, and commissions as they develop and implement an Intersectional Gender Equity Action Plan (including, seeking out best practices, bringing in community or subject experts, and referencing the UN guidance on the CEDAW).

- d. The Office of Equity and Racial Justice, with the support of the Commission on the Status of Women and Girls, shall ensure that each Intersectional Gender Equity Action Plan is consistent with the intent, purpose, and requirements of the CEDAW.
 - e. The Office of Equity and Racial Justice in collaboration with the Commission on the Status of Women and Girls shall produce an annual report to the Board of Supervisors regarding the implementation and monitoring of the Intersectional Gender Equity Action Plans. The results of each annual report will be presented in a public meeting of the Board. The public hearing will address the need for a subsequent data collection and analysis, and the updating of each Intersectional Gender Equity Action Plan.
- d) Five-year Regionwide Intersectional Gender Equity Action Plan.
- a. The Chief Administrative Office, with the assistance of the Office of Equity and Racial Justice, shall develop a five-year regionwide Intersectional Gender Equity Action Plan that analyzes policies and procedures on a regionwide level. The Commission on the Status of Women and Girls shall assist in the development of the Action Plan.
 - b. The Five-Year Regionwide Intersectional Gender Equity Action Plan shall address how to integrate human rights principles into the county's operations, how to further implement the local principles of the CEDAW, and the measures recommended to correct deficiencies identified at the regionwide level.
 - c. The Chief Administrative Officer shall present the Five-Year Regionwide Intersectional Gender Equity Action Plan in a public meeting of the Board of Supervisors.
 - d. The Chief Administrative Officer, with the assistance of the Office of Equity and Racial Justice, shall monitor the implementation of the Five-year Regionwide Intersectional Gender Equity Action Plan.

(Added by Ord. No. 10791 (N.S.), effective 6-9-22)

SEC. 32.834. PROMOTION OF GENERAL WELFARE.

In undertaking the enforcement of this ordinance, the county is assuming an undertaking only to promote the general welfare. It is not assuming, nor is it imposing on its officers, elected officials and employees, an obligation for breach of which creates any cause of action or claim at law nor liability in money damages to any person or entity who claims that such breach proximately caused or will cause injury of any kind. This ordinance does not create any private cause of action. Nothing in this ordinance shall be construed to conflict with federal, state, or local law, including the Constitution of the United States of America and Constitution of the state of California.

(Added by Ord. No. 10791 (N.S.), effective 6-9-22)