THE ISSUE

Women’s participation in the workplace is critical to every community’s economic success, but systemic inequity prevents women entrepreneurs from fully contributing. Crisis exacerbates the consequences of inequity but we lack enough specific data to inform targeted solutions.

Female founders already do more with less

- They receive just 2% of all venture capital funding.
  - Crunchbase 2020
- But deliver 2x more revenue per dollar invested than men.
  - BCG 2018
- Women leading tech enterprises achieve 35% higher return on investment than men.
  - Forbes 2019

Barriers

Limited access to critical resources
Disproportionate care-giving burdens

Consequences

COVID-19 permanently closed 26% of women-owned businesses vs 20% of men-owned businesses during Feb-Apr 2020.
  - National Bureau of Economic Research

Many of the hardest hit and slowest recovering industries have a high proportion of women-owned businesses.

We cannot allow this pandemic to set back a generation of entrepreneurial women.

Suzanne Clark
President
U.S. Chamber of Commerce

We are under-utilizing female enterprise

Women own 39% of private companies and 23% of small businesses.

But can only contribute 4% of national revenue and 8% of jobs.
  - American Express 2019
THE PROJECT

We surveyed small business owners and leaders statewide to help California decision-makers understand which issues most urgently impacted California’s small businesses. Our process was specifically designed to inform targeted actions that break down systemic barriers to equitable success.

THE SAMPLE

Participating Business Characteristics

- 64% Majority woman-owned / led
- 47% Majority owned / led by minority participants
- 10% Majority owned / led by LGBTQIA+ participants

Most Common Types
- Sole Proprietor, Partnership, Self-Employed
  - 42% Women
  - 34% Men
- S-Corporation
  - 23% Women
  - 29% Men
- LLC (Limited Liability Corporation)
  - 17% Women
  - 20% Men

Most Common Industries
- 9% Education, Restaurants / Food Service, Retail
- 8% Healthcare
- 7% Leisure / Hospitality / Tourism, Personal Care

Average Change in Revenue 2019-20
- +$55,910

Change in Total Number of Jobs 2019-20
- -5,635

Remote Work for Employees Since March 2020
More than half of the businesses adopted or continued remote work

- 15% women moved
- 76-100% of their company’s operation to remote vs 9% men
- 28% will allow remote work 3+ days / week

Admin positions most likely to continue working remotely:
- IT / Help Desk
- Marketing / Advertising
- Legal / Compliance

COVID-19 Impact on Jobs Since March 2020
- 26% of businesses laid off workers
Participant Characteristics
1,420 Survey Participants

**Most Common Positions**
- 49% Owner / Co-Owner
- 13% Sole Proprietor
- 10% CEO

Half derive 76-100% of their household income from their business

**Caregiver Status**
Almost half are responsible for dependents
- 26% for children ≤18 years old
- 16% for at least one adult 18+ years old (parent, partner, child, etc.)

Sandwich Generation:
- 6% care for both (2x as many women (6%) as men (3%))

**Gender Identities**
- 65% Cis Female
- 34% Cis Male
- 1% Non-Binary or Transgender

**Most Common Races / Ethnicities**
- 53% White
- 22% Hispanic or Latinx
- 12% East / Southeast Asian
- 12% Black, African American, or South African

**Most Common Primary Languages**
- 83% English
- 8% Spanish

6% are veterans
OUR FINDINGS

Since March 2020, women-owned/led businesses have faced significant disadvantages compared to men-owned/led businesses in accessing critical resources for sustainability and success. Women of color and primary caregivers (predominantly women) particularly benefited less from available funding than other groups as well as juggling greater non-work related demands on their time.

ACCESS TO CRITICAL ASSISTANCE

Financial Assistance
80% of participants requested government relief funds since March 2020

Most helpful:
California Venue Operators Grants
Paid Sick Leave & Paid Family Leave Credit
Employee Retention & Rehiring Credits
Paycheck Protection Programs (PPPs) & Loan Forgiveness
California Relief Grants

However, women of color were less likely to apply than white women or all men
28% women of color didn’t know how to apply
8% didn’t trust the validity or legitimacy of the programs

When the system works

Thanks to tremendous help from SBDC, SBA, and PPP, my business is saved.
Survey Participant

When the system fails

Women of color (18%) were denied relief funds 2-3 times more than men (9%) and white women (6%)

Women of color (13%) received less assistance from banks or financial institutions than men (22%)

Women of color relied more on assistance from family / friends (58%) than white women (38%) or all men (40%)
OUR FINDINGS

ACCESS TO CRITICAL ASSISTANCE (Continued)

**Other Assistance**
(e.g., new health rules, employee safety, new target markets)

A third of participants received other assistance, mostly from Small Business Development Centers

Women particularly relied on Women’s Business Centers and Small Business Administration offices, receiving less assistance than men from Small Business Development Centers or business bankers

RACISM

70% of participants and their businesses have not experienced race-related discrimination or harassment in the pandemic environment

But **10% of women of color** and their businesses were targeted

IMPACT ON CAREGIVERS

**32%** businesses have returned to pre-pandemic operating levels or will recover within 6 months

**44%** will take 6+ months to recover

**19%** doubt they will ever recover

Most caregiver participants spent time during their typical workday on children or other dependents during 2020-21

Women of color will fall further behind

Almost half of **women of color (47%)** will need 6+ months to recover vs **38% of white women**

More than half of **women of color (57%)** saw decreased demand for their products / services vs **48% of white women**

However, half of women caregivers spent **5+ hours / workday vs 35% men**

Furthermore, **55% women of color** spent **5+ hours / workday vs 43% white women** and **35% all men**

California Statewide Report / April 2022
OUR FINDINGS

IMPACT ON CAREGIVERS (Continued)

Women caregivers had challenges with government relief programs

- 17% found the Paid Sick Leave and Paid Family Leave Credit Not At All Helpful vs 0% non-caregivers
- 20% found COVID-19 Economic Injury Disaster Loans (EIDL) Not At All Helpful vs 11% non-caregivers
- 28% did not know how to apply vs 14% non-caregivers
- 10% did not apply because they distrusted the validity or legitimacy of the programs vs 2% of non-caregivers

Caregiving owners / leaders (32%) were more likely to have employees who reduced work time to meet greater caregiving demands at home vs non-caregiver owners / leaders (19%)

- 48% caregivers say their businesses will need 6+ months to return to normal operating levels vs 40% non-caregivers

RESILIENCE

Women adapted differently from men, being more likely to transition to remote work, increase marketing efforts, and improve safety for customers and employees

- Women of color were the least likely to lay off workers vs white women or all men
- 48% of women caregivers adjusted their products or services to remain relevant

A third of women caregiver participants are single, increasing their potential for burnout
CONCLUSIONS

We are grateful to be able to provide uniquely actionable data about pandemic hardships endured by small business owners in our own state. The ramifications to California’s economy and family well-being are huge, given that 99.8% of our businesses are small enterprises which employ 48.5% of our total workforce (U.S. Small Business Administration 2021), and half of our participants derive 76-100% of their household income from their enterprise.

This study also illuminates how crisis exacerbates existing vulnerability. Women have historically been denied fair access to critical resources for success, especially capital, and are still burdened by society’s expectation that they shoulder the lion’s share of caregiving responsibilities. Furthermore, they are least likely to receive key information about available resources for sustainability.

Women of color (30%) are less able to invest new owner equity into their businesses than white women (41%) or all men (43%)

COVID-19 starkly demonstrated how these disadvantages limit the sustainability, recovery, and growth of enterprises owned/led by women at multiple intersections of identity, notably women of color who are primary caregivers.

Yet, women-owned businesses have enormous potential to electrify California’s economy with new revenue and jobs, considering we have the most women-owned firms in the country (U.S. Census Bureau). Their numbers increased 58% from 2007-18, FIVE times quicker than all U.S. businesses on average (American Express 2018), and Black women’s enterprise is growing the fastest (Forbes 2020). Overall workplace gender parity could increase California’s GDP by $272 billion, or 9% (McKinsey 2016).

CALL TO ACTION

Stakeholder Groups Include:
- Business associations
- Trade groups
- Policymakers
- Banking institutions
- Investment fund managers

Goals Include:
- Make sure women at all intersections of identity get fair consideration for business capital
- Rebuild social expectations and support structures for caregivers
- Increase / improve communication channels about resources to women of color and caregivers

Policymakers, small business advocates, and other stakeholder groups have a pivotal opportunity to heighten the resilience and innovation of California’s small business ecosystem by elevating cultural transformation to a statewide priority. In doing so, we can establish California as an economic and social powerhouse on the national scale. Our success depends on working together to dismantle discriminatory systems and rebuild our culture to level the playing field for all deserving populations.
The California Office of the Small Business Advocate (CalOSBA) within the Governor’s Office of Business and Economic Development supports economic growth and innovation and ensures that ALL California small businesses and innovative startups have the information and direct support they need to better navigate resources, programs, and regulations. CalOSBA serves as the voice of small businesses, representing their views and interests across the state and advocating for equitable access to capital, markets, and networks so that all California small businesses successfully start, manage, grow, and become more resilient.

Tara Lynn Gray
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California’s Women’s Business Centers (WBCs) work to secure economic justice and entrepreneurial opportunities for women by supporting and sustaining a statewide network of WBCs. These centers help women succeed in business by providing training, mentoring, business development, and financing opportunities to thousands of women entrepreneurs each year.

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The Kim Center is transforming San Diego into a trailblazing model of economic and social leadership that can be replicated in other regions throughout the nation. Collaborative local action informed by local data is essential to cultural transformation, so we unite key stakeholders around our LEAPS Assessment, Playbook, and national Accreditation.

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The California Small Business Development Center (SBDC) is five regional networks with over 45 small business service centers leading the charge in providing tools and guidance needed to help entrepreneurs realize their potential. California’s SBDC network is devoted to helping all industries and all levels of businesses with accessing capital, human resources, marketing efforts, e-commerce, financial management, pivoting strategies, or any other business need.

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Researchers: UC San Diego Center for Research + Evaluation, Kim Center for Social Balance

Online survey sent by email and social media

60 questions, including 1 open-ended question

Participants recruited from members/followers of partner organizations

Analyses compare responses of all women to all men, and women of color to white women to all men