WOMEN PROUDLY SERVE

CALIFORNIA WOMEN VETERANS OUTREACH TOOLKIT
Veterans, advocates, and service providers often tell us that they want to help women veterans, but do not know where to begin or how to reach them.

This toolkit is designed for individuals or organizations who want to provide their communities with the tools and resources to best reach women veterans. Its purpose is to give organizations and individuals the information they need to reach out, connect with, and assist women who served and continue to serve in the U.S. Armed Forces.

THE TOOLKIT PROVIDES:

» FACT SHEET  |  PG. 3
» BEST PRACTICES  |  PG. 11
» TO DO LIST  |  PG. 17
» FURTHER READING & RESOURCES  |  PG.18
» BREAKDOWN OF VETERANS BY COUNTY  |  PG.20

Use this toolkit to establish services and resources to understand more about the women veterans that live in your community. This population deserves your recognition and support. They also need your talents and leadership to create an active and effective campaign to identify them, provide appropriate services, and support their transition back into civilian life.

Thank you for your interest in our continued efforts to serve women veterans across California. CalVet is committed to educating Californians about the dedicated service of women veterans, their unique needs and challenges, and how to best support them. We appreciate your dedication to doing the same.
“Let the generations know that women in uniform also guaranteed their freedom. That our resolve was just as great as the brave men who stood among us....That the tears fell just as hard for those we left behind us.”

*These words are carved into the ceiling of the Women In Military Service for America Memorial in Washington D.C.

WOMEN IN SERVICE
Women have served in the armed forces in some capacity since the American Revolution. Women have been awarded the silver and bronze stars, wounded or killed in combat, and taken as Prisoners of War.

» In 1948, Congress made women a permanent part of the military services.¹
» In 1988, the Department of Defense adopted a “risk rule” that excluded women from noncombat units or missions if the risks of exposure to direct combat, hostile fire, or capture were equal to or greater than the risks in the combat units they supported.²
» Women are authorized to serve in 99% of Air Force, 66% of Army, 68% of Marine Corps, and 88% of Navy occupations.³
» Women currently serve in only 19% of Air Force, 13% of Army, 7% of Marine Corps, and 16% of Navy occupations.⁴
» In 2013, Secretary of Defense Leon Panetta lifted the ban on women in combat, allowing them to officially serve on the front lines for the first time in the history of the U.S. Armed Forces.
» In 2013, the first four females in history graduated from the 59-day infantry evaluation course at the Marine Corps School of Infantry in Camp Geiger, but are still not currently allowed to join infantry units and sent to non-combat jobs as part of continued research.⁵
» There is a higher rate of minority females in the military compared to their male counterparts and the female civilian population.⁶
» In the U.S. Armed Forces, a slightly greater proportion of women than men are commissioned officers (17% vs. 15% respectively).⁷

RAPID POPULATION GROWTH
The women veteran population is increasing rapidly throughout the nation, especially in California. Since 2007, the population of women veterans has increased 1.1%, making California the second largest population of women veterans in the nation, behind Texas.

In California, women comprise approximately:
» 184,257 or 11% of all veterans.⁸
» 4,369 or 21% of all National Guard.⁹
» 49% are ages 41-60.¹⁰
nationwide, women comprise approximately:

» 10% of all veterans.\(^{11}\)
» 15% of all active duty military.\(^{12}\)
» 18% of all National Guard and Reserve.\(^{13}\)
» 6% are Department of Veterans Affairs (VA) health care users.\(^{14}\)

by 2034 in california, women will comprise 15% of the veteran population\(^{15}\)

» While the female veteran population rises, the male veteran population decreases by 4.6%.\(^{16}\)

benefits
women veterans experience additional barriers to receiving and utilizing standard veterans benefits.

in california:

» Many women do not self-identify as veterans and thus have a lower rate of federal/state benefit utilization and participation in veteran events/organizations.\(^{17}\)
» In 2012-2013, women veterans comprised only 5% of the total customer population served by County Veteran Service Offices.\(^{18}\)

nationwide:

» 2 out of 3 VA disability claims involving Post-traumatic Stress Disorder (PTSD) related to Military Sexual Trauma (MST)\(^{19}\) were rejected.\(^{20}\)
» 32% of PTSD claims related to MST were approved compared to 54% PTSD claims approved overall.\(^{21}\)
» Women are generally given lower VA claim ratings (10-30%) than men (70-100%).\(^{22}\)

trauma

there are higher rates of physical/mental health problems (MST, alcohol/drug abuse and relationship difficulties) among female veterans that can be linked to an overall increase in unemployment and high rate of homelessness for this population.

in california:

» 73% experienced sexual harassment in the military.\(^{23}\)
» 40% experienced sexual assault in the military.\(^{24}\)
» 25% lower enlisted personnel reported MST, 23% non-commissioned officers reported MST, and 7% officers reported MST.\(^{25}\)
» 22% reported PTSD symptoms associated with MST.\(^{26}\)
FIGURE 1
SEXUAL HARASSMENT AND ASSAULT PREVALENCE VARY ACROSS GROUPS.

<table>
<thead>
<tr>
<th>Group</th>
<th>Sexual Harassment</th>
<th>Sexual Assault</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>73</td>
<td>40</td>
</tr>
<tr>
<td>Enlisted</td>
<td>58</td>
<td>45</td>
</tr>
<tr>
<td>Officer</td>
<td>18</td>
<td>77</td>
</tr>
<tr>
<td>Pre 9/11</td>
<td>73</td>
<td>18</td>
</tr>
<tr>
<td>Post 9/11</td>
<td>73</td>
<td>73</td>
</tr>
<tr>
<td>Non-White</td>
<td>73</td>
<td>3</td>
</tr>
<tr>
<td>White</td>
<td>73</td>
<td>3</td>
</tr>
<tr>
<td>Non-LGBT</td>
<td>73</td>
<td>6</td>
</tr>
<tr>
<td>LGBT</td>
<td>14</td>
<td>6</td>
</tr>
</tbody>
</table>

FIGURE 2
MANY RESPONDENTS WHO REPORTED INCIDENTS EXPERIENCED NEGATIVE CONSEQUENCES.

<table>
<thead>
<tr>
<th>Consequence</th>
<th>PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical or sexual threats/harassment</td>
<td>41</td>
</tr>
<tr>
<td>Promotion withheld</td>
<td>22</td>
</tr>
<tr>
<td>Retaliated against</td>
<td>56</td>
</tr>
<tr>
<td>Physical or sexual violence</td>
<td>63</td>
</tr>
<tr>
<td>Involuntary transfer</td>
<td>16</td>
</tr>
<tr>
<td>Involuntary separation</td>
<td>22</td>
</tr>
<tr>
<td>Article 15/Nonjudicial punishment/Captains Mast</td>
<td>19</td>
</tr>
<tr>
<td>Character of discharge was not honorable</td>
<td>24</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
</tr>
</tbody>
</table>

Nationwide:
» MST has been found to be more traumatic and debilitating than sexual assaults and rapes in the civilian context.27
» MST is more likely to lead to PTSD than any other military or civilian traumatic event, including combat exposure.28
» Just under 39% of homeless women veterans were found to suffer from MST.29
» Among OEF/OIF women veterans who had PTSD symptoms, 47% were found to suffer from high risk drinking.30
» Women veterans were more likely to be divorced than non-veteran women, and about 23% of all female veterans are currently divorced compared with 13% of non-veteran women.31

HEALTHCARE
As more women use the Department of Veterans Health Administration (VHA) services, the VHA services also need to reflect their unique needs and provide them appropriate and proper care.

In California:
» 61% report private healthcare coverage through an employer or purchased directly.32
» 30% report using Medicare, Medicaid, or any government assistant plan.33
» 19% report using TRICARE or other military healthcare.34
» 18% report using VA Healthcare System.35
» 8% report having no health coverage.36
» 70% rated their experience with VA Healthcare as “good” or “excellent”.37
**Nationwide:**

**Service-connected Disabilities Estimates**
- 15% of men reported a service-connected disability. 38
- 12% of women reported a service-connected disability. 39
- Higher percentage of female veterans use VA health care only. 40
- Women are more likely than men to use non-VA care and to have a service-connected disability. 41
- Women veterans are substantially younger with 42% of women and 12% of men being less than 45 years old. 42
- Approximately 55% OEF/OIF/OND women veterans nationwide currently use the VA. 43
- Women are more likely to report depression and general anxiety symptoms and are twice as likely to be diagnosed with personality disorders. 44
- Effects of deployment among OEF/OIF women included higher rates of moderate to severe pain, higher distress after the first deployment and, when added with combat experiences, high rates of eating disorders and extreme weight loss. 45
- Deployment-related reproductive issues include problems during pregnancy and urinary tract infections. 46

**EDUCATION**

Women veterans are more likely to pursue an education and obtain a degree utilizing their educational benefits.

**In California:**
- 33% had at least a four-year college degree. 47
- 54% have a high school diploma or GED. 48
- 13% have an Associate’s degree. 49
- 21% have a Bachelor’s degree. 50
- 12% have a Master’s degree or higher. 51

**FIGURE 3**

**PERCENTAGE OF WOMEN WITH A BACHELOR’S DEGREE OR HIGHER BY AGE AND VETERAN STATUS.**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Veteran</th>
<th>Non-Veteran</th>
</tr>
</thead>
<tbody>
<tr>
<td>17 - 24 YEARS</td>
<td>5.2</td>
<td>9.7</td>
</tr>
<tr>
<td>25 - 34 YEARS</td>
<td>35.7</td>
<td>28.7</td>
</tr>
<tr>
<td>35 - 44 YEARS</td>
<td>36.1</td>
<td>34.1</td>
</tr>
<tr>
<td>45 - 54 YEARS</td>
<td>33.8</td>
<td>28.3</td>
</tr>
<tr>
<td>55 - 64 YEARS</td>
<td>38.6</td>
<td>27.6</td>
</tr>
<tr>
<td>65 - 74 YEARS</td>
<td>29.1</td>
<td>20.6</td>
</tr>
<tr>
<td>75 AND OLDER</td>
<td>23.5</td>
<td>13.5</td>
</tr>
</tbody>
</table>

About 5 percent of 17- to 24-years-old and 20 percent of 25- to 34-years-old female veterans had completed a bachelor’s degree or higher, compared with 10 percent and 36 percent, respectively, of non-veteran women of the same ages. A higher percentage of female veterans ages 35 and older had completed a bachelor’s or advanced degree compared with similar non-veteran women.
Nationwide:
» 50% of OEF/OIF/OND women veterans nationwide were likely to report using educational benefits compared to 37% of their male counterparts. 52
» Approximately 78% of female veterans completed some college, a Bachelor’s degree, or an advanced degree, compared with approximately 61% of male veterans. 53
» 88% of women veterans were enrolled in college compared to 64% of male veterans. 54

EMPLOYMENT

Although women veterans work in management and professional occupations at a higher rate than non-veteran women, they still do not earn as much as male veterans and continue to struggle to find jobs that pay what their military career did. 55

In California:
» 16% reported being unemployed and 28% reported they were unemployed but not looking for work. 56
» Approximately 7% of women who separated as officers were unemployed and 39% were unemployed but not looking for work. 57
» Women who served 10 years or more had a full-time employment rate of approximately 42%; women who served less than 2 years had a full-time employment rate of approximately 23%. 58
» Women make an average annual income of $34,697 vs. men who make an average $43,268. 59

Figure 4
PERCENTAGE OF EMPLOYED VETERANS BY OCCUPATION.

NOTE: “ALL OTHER” INCLUDES FARMING, FISHING, AND FORESTRY; CONSTRUCTION, EXTRACTION, MAINTENANCE, AND REPAIR.
SOURCE: UNITED STATES DEPARTMENT OF VETERANS AFFAIRS. (2013). NATIONAL CENTER FOR VETERANS ANALYSIS AND STATISTICS. WOMEN VETERAN PROFILE.
Nationwide:
» 36% of women veterans age 18-24 nation-wide are unemployed; significantly more likely to be unemployed than male veterans and non-veteran women.60
» Women veterans working in management and professional occupations are about 8% higher than non-veteran women.61
» Approximately 38% of women veterans work for local, state, or federal government compared to 18% of non-veteran women.62
» Women veterans on average earn almost $10,000 less a year than male veterans.63

HOUSING/HOMELESSNESS
According to a recent report by the U.S. Government Accountability Office, the Department of Housing and Urban Development and the VA do not collect detailed enough data on homeless women veterans in the general population and lack the knowledge needed from that to “plan service effectively, allocate grants to providers, and track progress toward its overall goal of ending veteran homelessness by 2015.”64

In California:
» 3% of women veterans surveyed reported being currently homeless, 19% reported experiencing homelessness at some point in their most recent separation, and 60% reported experiencing some form of housing instability.65
» Of those who were currently homeless, 21% had children under 13 years old.66
» Women aged 17-29 were more likely to be homeless or experience housing instability.67
» In 2013, the VA awarded over 35 Supportive Services for Veteran Families Program (SSVF) grants throughout California which included housing for dependents.68
» In 2013, the five major city Continuums of Care with the highest rates of unsheltered male/female veterans were all located in California.69
» At 81%, San Jose had the largest percentage of male/female unsheltered veterans. Los Angeles followed, with 77% of male/female veterans living in unsheltered locations (Figure 5).70

Nationwide:
» 13% of women veterans utilize HUD-VASH; 43% of these women have children.71
» VA identified 33% of homeless women veterans who had a minor child living with them, compared to 8% of male veterans.72
» Women veterans are two to four times more likely to become homeless, compared to non-veteran women.73
» The percentage of women among sheltered veterans increased 2.3 percentage points since 2009.74

In order to keep informed of legislation, activities/events, and programs that effect women veterans, please ensure you complete and submit the Women Veterans Roster at www.calvet.ca.gov/womenvets/documents/rosterform.pdf.
**Figure 5**

Continuum of Care with the Lowest/Highest Rates of Homeless Veterans Who Were Unsheltered

### Continuum of Care - Major Cities

<table>
<thead>
<tr>
<th>Continuum of Care</th>
<th>Total Homeless Veterans</th>
<th>% Unsheltered</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lowest Rates</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Raleigh / Wake Co., NC</td>
<td>203</td>
<td>0.5</td>
</tr>
<tr>
<td>Detroit, MI</td>
<td>518</td>
<td>2.1</td>
</tr>
<tr>
<td>Omaha / Council Bluffs, NE</td>
<td>91</td>
<td>2.2</td>
</tr>
<tr>
<td>Louisville / Jefferson Co., KY</td>
<td>171</td>
<td>2.3</td>
</tr>
<tr>
<td>Boston, MA</td>
<td>458</td>
<td>2.6</td>
</tr>
<tr>
<td><strong>Highest Rates</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>San Jose / Santa Clara City &amp; Co., CA</td>
<td>718</td>
<td>80.6</td>
</tr>
<tr>
<td>Los Angeles City &amp; Co., CA</td>
<td>6,291</td>
<td>77.0</td>
</tr>
<tr>
<td>Fresno / Madera Co., CA</td>
<td>338</td>
<td>76.0</td>
</tr>
<tr>
<td>Oakland / Alameda Co., CA</td>
<td>492</td>
<td>71.7</td>
</tr>
<tr>
<td>San Francisco, CA</td>
<td>716</td>
<td>58.9</td>
</tr>
</tbody>
</table>

### Continuum of Care - Smaller Cities and Counties

<table>
<thead>
<tr>
<th>Continuum of Care</th>
<th>Total Homeless Veterans</th>
<th>% Unsheltered</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lowest Rates</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chester Co., PA</td>
<td>259</td>
<td>0.0</td>
</tr>
<tr>
<td>Pittsfield / Berkshire Co., MA</td>
<td>244</td>
<td>0.0</td>
</tr>
<tr>
<td>Somerset Co., NJ</td>
<td>99</td>
<td>0.0</td>
</tr>
<tr>
<td>Waukegan / N. Chicago / Lake Co., IL</td>
<td>82</td>
<td>0.0</td>
</tr>
<tr>
<td>Brockton / Plymouth City &amp; Co., MA</td>
<td>74</td>
<td>0.0</td>
</tr>
<tr>
<td><strong>Highest Rates</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fort Pierce / St. Lucie, Indian River, Martin Co., FL</td>
<td>94</td>
<td>100.0</td>
</tr>
<tr>
<td>San Buenaventura / Ventura Co., CA</td>
<td>91</td>
<td>93.4</td>
</tr>
<tr>
<td>San Luis Obispo Co., CA</td>
<td>260</td>
<td>90.8</td>
</tr>
<tr>
<td>Pasco Co., CA</td>
<td>368</td>
<td>90.5</td>
</tr>
<tr>
<td>Morristown / Blount, Sevier, Campbell, Cocke Co., TN</td>
<td>37</td>
<td>89.2</td>
</tr>
</tbody>
</table>

Throughout California, organizations developed events and programs that specifically addressed prevalent issues and barriers women veterans experience during their transition from the military. Provided in this packet are successful ways each entity supported the increasing women veteran population and their unique needs. Each model is different but possesses common concepts that we have consolidated into three actions: Seek, Enlist, and Engage (SEE).

**SEEK**
- Women who have served or currently serve in the armed forces.
  - Research your communities to find women veterans.
  - Identify key individuals and groups that can help with the process.
  - Identify a need based on the data and statistics about challenges women veterans face.
  - Learn about the barriers that keep women veterans from successful reintegration.

**ENLIST**
- Women veterans and women who currently serve.
  - Women’s and veteran organizations.
  - Schools, agencies, service providers, collaboratives, legislators, and local government officials.
  - Build relationships with existing community/agency groups and individuals.
  - Develop partnerships.
  - Consider how each is involved, possible barriers and potential needs.
  - Consolidate resources to maximize participation and to offer more free programs and services.

**ENGAGE**
- Discuss.
  - Debate.
  - Decide.
  - Communicate widely to raise awareness.
  - Provide a forum or panel for discussion and feedback.
  - Offer women specific services/resources.
  - Offer actionable items.
  - Track the number of women veterans you interact with and serve.
  - Ask the question: “Have you ever served in the military?” instead of “Are you a veteran?”
COLLEGES
“Honoring Women Veterans”
Hosted by: Las Positas College Veterans First and sponsored by Blue Star Moms of Danville, Daughters of the American Revolution, Josefa Higuera Livermore Chapter, and PG&E.

Event: Panel of women veterans that addressed their service, motivation, and challenges. Key presenters were integrated into the program to give a cohesive outlook and summary of women veterans and the services, resources, and tools available to them. To attract widest participation from students, veterans, and advocates, a free luncheon was also provided.

» Professors encourage their students to attend for course credit.
» Reviews veteran demographics on campus and seek to close any gaps in student representation by gender.
» Is sensitive to the unique needs of women veterans by specifically honoring their service, offering support and providing ongoing outreach of available programs and benefits.
» Identifies and utilizes student female veterans as work-study, club leaders, and event organizers.

HEALTH CARE PROVIDERS
Kaiser Permanente Veterans Association
Event: Seminars that provide comprehensive training for Kaiser physicians that address the types of visible/invisible injuries sustained by veterans and the tools and resources available to provide appropriately effective care and treatment.

» Offers live presentations from topic experts.
» Records presentation for wide dissemination.
» Offers educational credits to physicians.

Program: Encourages physicians to volunteer at free clinics to treat homeless veterans or veterans with no medical insurance.

Health Fairs: In partnership with other veterans and veteran organizations/supporters, hosts regular health fairs that include employment, mental health, health services, and educational assistance.

Community Employment Opportunities: Collaborates with Kaiser Colorado Group’s “Boots to Suits” program to become one of its premier mentors. Once a veteran chooses their profession, Kaiser provides a mentor to provide the veteran direction, career advice and business apparel for job interviews.

Military Cultural Awareness: Develops and implements a training program for supervisors and management to educate them about ways to assist veteran employees through their transition from the military. Provides information about how to refer veterans to the Employee Assistance Program where they can access support, counseling or medical treatment.
WOMEN’S ORGANIZATIONS

YWCA Glendale

Established a partnership with Glendale Mayor and Glendale’s Chair of the Commission on the Status of Women to form a veteran’s coalition to address:

» Advocacy/awareness for female veterans.

» Enhancement and/or development of current programs/services specific to the needs of female veterans.

» Community impact initiatives for the veteran population in Glendale.

Began a collaborative with the veterans representatives at Glendale College and Pasadena City College to recruit female veterans and continue to develop support services to the student based female veteran populations.

Created a pioneer YWCA student club that provides support to the veteran’s club to identify areas of need.

“Leading with Resiliency and Grace”
Hosted by: YWCA Glendale in partnership with Sunergos and CalVet.

Event: Presented a transformative and free three-day leadership workshop facilitated by Sunergos, a global performance leadership firm.

» Formed small, intimate groups to foster a more effective teaching/learning environment.

» Created and fostered bonds with other women veterans and advocates to form long-lasting support to succeed in civilian life.

“My Military Women’s Empowerment and Wellness Conference”
Hosted by: YWCA Glendale in partnership with Prudential, Sephora, and California State Senator Carol Liu’s office.

Event: Hosted a one-day conference that presented workshops to improve and expand knowledge of self-care practices, employment opportunities, educational benefits, health and mental health information and financial literacy.

» Offered free childcare.

» Lunch provided to participants.

» Plans to offer conference quarterly due to high turn-out and success.
**VETERAN/MILITARY COMMUNITY COLLABORATIVES**

“**A Call to Action: Moving Forward Against Military Sexual Trauma**”

**Hosted by:** Moffett Field Veterans’ Collaborative, Tri-County Veterans’ Collaborative and the Santa Clara County of Women’s Policy. Sponsored by the Office of Santa Clara County Supervisor Dave Cortese, the American Legion, the San Jose Vet Center, CalVet, and the Santa Clara County Commission on the Status of Women

**Event:** Created a Call to Action presentation and advocacy event to mobilize a “grass roots” response to current legislation to stop military sexual assault and empower organizations and individuals with education and action items.

> Rape survivors and subject matter experts presented a dynamic PowerPoint presentation of current policies and solutions to the challenges demonstrated through military sexual trauma.
> Offered opportunity for legislators and state/county representatives to respond with commitments and shared vision for preventing sexual assault in the military.
> Provided light refreshments.

“**Women’s Military History Week Reception**”

**Hosted by:** CalVet, Commission on the Status of Women and Girls, and the California Research Bureau.

**Event:** Annual reception to honor women veterans and women currently serving in the U.S. Armed Forces. Recognized women who contributed significantly to the nation and their communities with the CalVet Trailblazer Award and the CalVet Lifetime Achievement Award.

> Created strong partnerships with relevant organizations to assist with funding, resources, and networking.
> Offered a significant opportunity for key legislators to speak briefly about their plans to expand or improve veteran benefits/services and to also offer special recognition and honors to the selected awardees.
> Invited legislators and other leaders.
> Selected keynote speaker based upon their considerable contributions to the veteran community.
> Provided light refreshments throughout the event to encourage networking.

**VETERAN ORGANIZATIONS**

“**Women Veterans Project**”

**Developed by:** Swords to Plowshares

**Program:** Provides wrap-around services and support to address their unique needs as women and as veterans.

> Delivers general veterans services and additionally offers alternative and holistic options.
> Networks and partners with various women groups/organizations.
> Conducts focus groups and outreach services and activities to garner the most current and comprehensive issues related to women veterans.
As subject matter experts on veterans, The California Wellness Foundation (TCWF) selected Swords to Plowshares to administer their re-grant program.

» Distributed $700,000 to 22 organizations throughout California to provide a wide range of services and support to women veterans, including behavioral and primary health, crisis management, legal services, housing, employment services, peer support, community education and research.

» The ultimate goal of the project is to improve health indicators of women veterans in California by strengthening the capacity of the organizations that serve them and improving the overall system of care throughout the state.

“Shout!” for Women Veterans

Event: An annual initiative of Swords to Plowshares that aims to engage women veterans and bring public awareness to issues they face through the medium of art.

» Inspired by the notion that the arts encourage expression and healing.

» Celebrates the contributions of women veterans and explores the intersections of art, community, health and healing.

» Encouraged women veterans to provide a photograph and a short synopsis or quote that described them and their military service to be included in a video that played during the event.

» Created an Advisory Board of Volunteers which consisted of advocates, veteran organizations and veterans themselves to help in the development, public affairs and sponsorship of the event.

» 23 women veterans submitted paintings, sculptures, short stories, and poems to be displayed at a 3-hour event hosted in San Francisco.

» Attracted more than 240 people to the event to help support the women veteran community who use art as an expression and a healing tool of their service.

» As an already well-established veteran organization, Swords to Plowshares underwrites the cost of the event through in-kind donations and small individual gifts.

» Provided refreshments and live musical entertainment.
Your commitment and dedication to implementing any or all of these action items will be the most effective way to connect with women veterans, encourage their participation in veteran events and their utilization of state and federal benefits.

**ENDORSE AND SHARE THE CALVET WOMEN VETERAN’S MATERIALS**

- Circulate the CalVet Women Veteran’s Roster.
- Include a button on your website to link to the CalVet Women Veterans Roster. www.calvet.ca.gov/womenvets/pages/women-veterans-roster.aspx
- Circulate this CalVet Women Veterans Outreach Toolkit.

**FIND LEADERSHIP**

- Meet with your city/county leadership to educate them about the needs of women veterans and discuss what can be done for women veterans at the community level.
- Partner with women’s groups/organizations to reach more women and discover critical potential needs of women veterans.
- Partner with veteran service organizations.
- Provide leadership with briefing papers about the needs of women veterans, available at www.library.ca.gov/crb/crbreports.html and www.calvet.ca.gov/womenvets/pages/women-veterans-resources.aspx.

**REGISTER**

- Join our subscriber list so that you can receive our newsletter and remain educated about key events and issues. To be added, contact womenveterans@calvet.ca.gov.
- Like our Facebook pages: California Department of Veterans Affairs and California Women Veterans Leadership Conference.
- Become an eMentor or encourage women veterans to become eMentors or mentees at California Joining Forces for Women Veterans and Military Spouses Mentoring Plus http://joiningforcesmentoringplus.org/california.

**PROMOTE AND ATTEND RELEVANT EVENTS**

- Promote relevant events (e.g., job fairs, stand-downs, health fairs) to women veterans through your network, social media contacts and community.
- Attend events that support and advertise women veterans and their issues, including the annual CalVet Women Veterans Conference and the Women’s Military History Week reception. Visit the CalVet events calendar for more information www.calvet.ca.gov/home/calendar.
STATE RESOURCES

» The California Military Department
  www.calguard.ca.gov

» California Coalition Against Sexual Assault (CALCASA)
  www.calcasa.org

» California Commission on the Status of Women and Girls
  www.women.ca.gov

» California Research Bureau
  www.library.ca.gov/crb/crbreports.html

» California Veteran Service Officers
  www.cacvso.org

» CalVet
  www.calvet.ca.gov

» CalVet Veteran Resource Book

» Employment Development Department
  www.edd.ca.gov/jobs_and_training/services_for_veterans.htm#womenveteransresources

» The California Department of Mental Health Services & Programs
  www.dmh.ca.gov/services_and_programs

» Women Veteran Roster
  https://www.calvet.ca.gov/WomenVets/Pages/Women-Veterans-Roster.aspx

FEDERAL RESOURCES

» DOD Safe Helpline
  www.safehelpline.org

» Department of Labor, Women’s Bureau
  www.dol.gov/wb/programs/listeningsessions.htm

» DOD Sexual Assault Prevention and Response
  www.sapr.mil

» Veterans Service Records
  www.archives.gov/veterans
DEPARTMENT OF VETERANS AFFAIRS RESOURCES

» Women Veterans Healthcare
  www.womenshealth.va.gov/womenshealth/healthcare.asp

» Post-Traumatic Stress Disorder
  www.womenvetsptsd.va.gov

» Women Veterans
  www.va.gov/womenvet

REPORTS

» 2011 Progress Report: On The Frontlines of VA Women’s Health
  www.womenshealth.va.gov/womenshealth/docs/wvhc_progressreport_082011.pdf

» An Agenda for Veterans: The State’s Turn to Serve
  www.lhc.ca.gov/studies/217/report217.html

» Business and Professional Women’s Foundation: Women Veterans in Transition

» California’s Women Veterans 2009-2013 Surveys

» Department of Veterans Affairs Women Veterans Task Force Draft for public comment

» DOL Women’s Bureau. Trauma Informed Care Guide

» Sexual Violence in the Military: A Guide for Civilian Advocates

» Sourcebook: Women Veterans in the Veterans Health Administration
  www.va.gov/vhapublications/ViewPublication.asp?pub_ID=2455

» VA Report: America’s Women Veterans

» Women Veterans Screening Guide
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<tr>
<th>COUNTY</th>
<th>VETERANS</th>
<th>POPULATION</th>
<th>ESTIMATED VET POP</th>
<th>ESTIMATED HOMELESS POP</th>
<th>ESTIMATED HOMELESS VET</th>
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<td>221,388</td>
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<td>Fresno</td>
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<td>Imperial</td>
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<td>Inyo</td>
<td>1,424</td>
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<td>Orange</td>
<td>132,529</td>
<td>3,029,859</td>
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<td>COUNTY</td>
<td>VETERANS</td>
<td>POPULATION</td>
<td>ESTIMATED VET POP</td>
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<td>Placer</td>
<td>31,514</td>
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<td>Riverside</td>
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<td>Sacramento</td>
<td>93,424</td>
<td>1,428,355</td>
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<td>San Benito</td>
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<td>San Bernardino</td>
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<td>2,052,397</td>
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<td>2,532</td>
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<td>San Diego</td>
<td>222,348</td>
<td>3,118,876</td>
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<td>San Francisco</td>
<td>25,351</td>
<td>812,820</td>
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<td>Tuolumne</td>
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<td>4,885</td>
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**TOTALS** 1,865,342 37,510,766 4.97% 130,406 16,478
2. Ibid
4. Ibid
7. Ibid
9. California Military Department Office of State Policy & Liaison. Received from Legislative Liaison Noncommissioned Officer. Includes statistics from California Army and Air National Guard.
10. Ibid
13. Ibid
15. Ibid
17. California Department of Veterans Services. (2013). Women Veterans Division
18. Ibid
19. Definition of Military Sexual Trauma (Title 38 US Code 1720D): Psychological trauma, which in judgment of a VA mental health professional, resulted from a physical assault of a sexual nature, battery of a sexual nature, or sexual harassment which occurred while the Veteran was serving on active duty or active duty for training
23. California Department of Veterans Services. (2013). Women Veterans Division
24. Ibid
25. Ibid
29. Ibid
33. Ibid
34. Ibid
35. Ibid
36. Ibid
39. Ibid
42. Ibid
43. Ibid
48. Ibid
49. Ibid
50. Ibid
51. Ibid
57. Ibid
58. Ibid
62. Ibid
66. Ibid
67. Ibid
70. Ibid
74. Ibid

Operation Enduring Freedom (Operation Iraqi Freedom (OIF), Operation New Dawn (OND); Department of Veterans Affairs (VA), Veteran Health Administration (VHA), Veterans Benefit Administration (VBA)