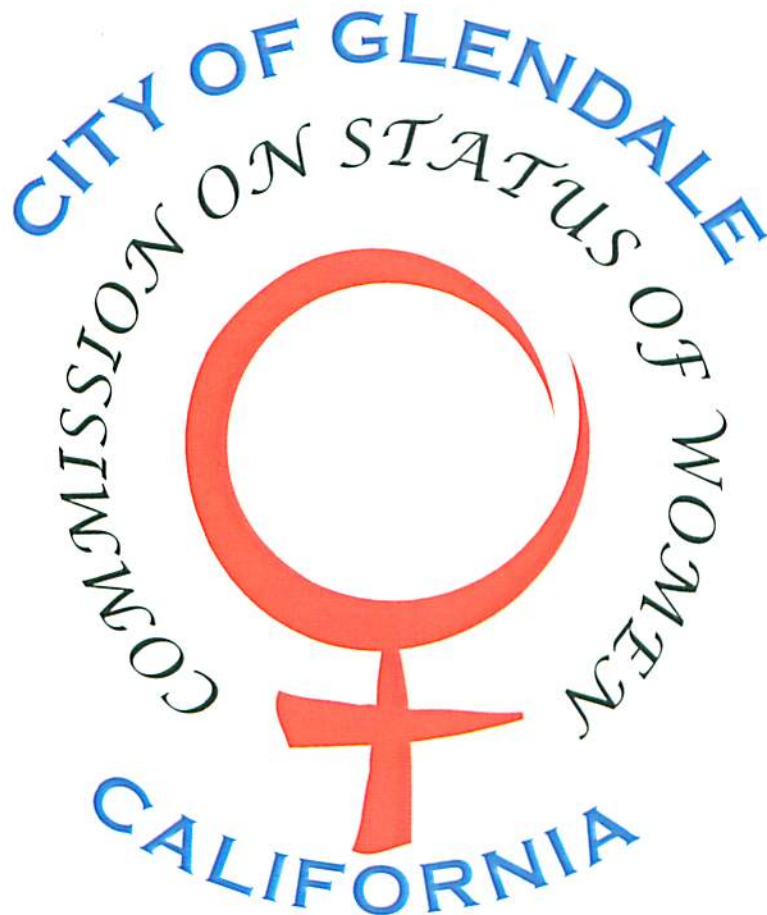


City of Glendale

*Commission on the Status of
Women Report
2004 - 2006*



Equity benefits everyone.

For Every Woman

by Nancy R. Smith

*For every woman who is tired of acting weak when she knows she is strong,
there is a man who is tired of appearing strong when he feels vulnerable.*

*For every woman who is tired of acting dumb,
there is a man who is burdened with the constant expectation of "knowing
everything."*

*For every woman who is tired of being called "an emotional female,"
there is a man who is denied the right to weep and to be gentle.*

*For every woman who is called unfeminine when she competes,
there is a man for whom competition is the only way to prove his
masculinity.*

*For every woman who is tired of being a sex object,
there is a man who must worry about his potency.*

*For every woman who feels "tied down" by her children,
there is a man who is denied the full pleasures of shared parenthood.*

*For every woman who is denied meaningful employment or equal pay,
there is a man who must bear full financial responsibility for another human
being.*

*For every woman who was not taught the intricacies of an automobile,
there is a man who was not taught the satisfactions of cooking.*

*For every woman who takes a step toward her own liberation,
there is a man who finds the way to freedom has been made a little easier.*



In Appreciation

Los Angeles County Commission for Women

Many thanks to LACCW for their inspiration, example and over thirty years of advocacy for the women of our communities.

The format of this report is modeled on the Los Angeles County Commission for Women's Report.

The Hands & Words Are Not For Hurting Project

Many thanks to our partner for allowing us to utilize their logo in this report!

Glendale News Press

Many thanks to the Glendale News Press for their contributions of archive photographs.



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Message from the Chair

As the Commission on the Status of Women (CSW) moves into its third year, I am honored to have been elected to serve as the Chair. We thank our City Council for their leadership and dedication to the issues and needs of women and their families in the City of Glendale. This commitment was first shown through the establishment of the Commission, and thereafter through the Council's continued support of the Commission's important work.

The CSW has been hard at work laying a strong foundation to identify what needs to be done in the City of Glendale to advance social justice and ensure equality of rights and opportunities for all women and girls in Glendale. By building relationships throughout the community, and educating our citizens about women's issues and the status of women in Glendale, the CSW is helping to build a stronger community.

As its main and primary focus, the CSW has chosen to increase awareness of domestic and other forms of violence in our city. Through educational prevention and awareness programs, the CSW has begun to raise the consciousness of Glendale as to the devastating effects that violence in the home has on women, children, the family and, in turn, on our entire community. We have dedicated a major portion of our activities to educational policies and programs with a goal to ultimately eliminate violence in relationships in all its forms ~ whether between husband and wife, parent and child, or between two dating teens.

One of our most fruitful collaborations to date has been with the dedicated Glendale Board of Education and staff of the Glendale Unified School District. In January 2006, the CSW partnered with Schools and Communities Organizing Resources for Education (SCORE), a collaborative comprised of members of many community agencies working to make our schools safer, to address the issue of violence during Yellow Ribbon Week. To promote the development of healthy relationship skills to the children of our city, the Commission helped underwrite the cost of materials to implement our signature anti-violence program, Hands And Words Are Not For Hurting®, throughout the school district. Twenty-one (21) out of thirty (30) schools voluntarily participated in the Hands project in which a strong anti-violence message was presented in a creative and personal visual manner. Over 22,000 children in all grade levels took the pledge, "I will not use my hands or my words for hurting myself or others."

There are many more exciting achievements that we will share with you in this status report. I hope you find it as useful and informative as it was meant to be.

Thank you for your interest and support in our work. We hope you will join with us as we strive to create true equality in our city and to make Glendale even better in the next one hundred years of its journey.

Respectfully,
Karla Kerlin, Chair
Commission on the Status of Women





Women and Girls in Glendale: In Brief

As the third largest city in the County of Los Angeles, Glendale, California is home to over 200,000 residents¹ and consists of over fourteen square miles of developed land within thirty-four square miles. Geographically, the city is bounded on the northern edge by La Crescenta (part of which is an incorporated area of Glendale) and La Cañada-Flintridge, by Los Angeles on the south and the east, and by Burbank on the west. The city is comprised of a number of communities each containing their own challenges and opportunities.

Over the last 30 years, the population of Glendale and its demographics has radically changed into today's Glendale. The increased cultural and ethnic diversity within Glendale as a result of immigration has made our city a rich, multi-ethnic community and has had many effects on the way in which the citizens live. In some communities in Glendale, patterns in housing and household size vary greatly and reflect differences in cultural understandings of "family." Similarly, differences on the subject of the women's rights and the role of women within a marital relationship have challenged the city over the last several years.

Women in Glendale tend to be as, if not better, educated than their male counterparts. The percentage of women holding

Bachelor's degrees and other graduate degrees is nearly 13% of total Glendale residents between the ages of 18 and 64 years.² Women in Glendale also tend to be relatively better paid than women in Los Angeles County, the State of California and the nation, due in part to the higher levels of education.

Demands for quality, affordable child care, job training and affordable housing continue to increase as the City and its community service providers seek to respond to growing and complex issues.

Domestic and other forms of violence within our community are among the issues of particular concern to the Commission on the Status of Women, especially given the particular challenges which face immigrant women experiencing domestic violence. Among the observations made by the Commission is the wide disparity between calls for service to the police in the area of domestic violence in comparison to the number of units of service provided by local domestic violence shelters and service agencies in the City.

As noted in this report, there is a dramatic difference in numbers reported by the different agencies involved in a domestic violence incident. The YWCA, for example,

¹ The 2000 US Census accounts for 194,973 residents; however, more recent reports (April 2006) from the State Department estimate approximately 206,000 residents.

² According to the US Census, Sex By Age By Educational Attainment for the Population 18 Years and Over Report; women in Glendale hold Bachelor's degrees or better virtually at the same rate as their male counterparts within the City (females from ages 18-64: 12.9%, males from ages 18-64: 13%).



reported providing service to 3000 women and children in 2005, receiving over 900 crisis hotline calls. In comparison, the Police Department reported receiving 422 calls. In turn, the Los Angeles County District Attorney's Office filed 93 criminal cases for a violation of Penal Code §273.5 which is the primary penal code section, for domestic violence.³

It is the purpose of the City of Glendale's Commission on the Status of Women to assess trends and shifts within the city which impact on women and girls and to make recommendations for programs and policies to the City Council to address and resolve the complex issues that face women in the City.

This report serves several functions:

- First, it provides a snapshot of the City through the lens of the Commission on the Status of Women's focus on the well-being of women and girls in Glendale,
- Second, the report also has a series of suggestions for the City Council's consideration to address the challenges which are present in our city regarding women and girls, and
- Finally, this report also serves as an opportunity for the Commission to highlight its projects, accomplishments and activities.



Anahit Oshagan, YMCA staff and Vice Chair Lena Bozoyan at the Clothesline Project Reception, April 28, 06

³ By request, the Los Angeles County District Attorney's (LAC DA) Office provided the number of misdemeanor and felony filings of domestic violence cases filed pursuant to California Penal Code §273.5. These statistics do not account for other crimes committed in a domestic violence situation such as assault with a deadly weapon, stalking, sexual assault, or homicides. The LAC DA is in the process of developing mechanisms within their filing systems to better track domestic violence related crimes.



History of the Commission on the Status of Women

The City of Glendale Commission on the Status of Women, an advisory commission, was created by city ordinance on August 5, 2003. The Commission on the Status of Women was created to:

- assess and evaluate the needs and issues of women in the city in order to inform and advise the City Council, City departments, and community agencies and organizations;
- recommend programs or legislation to the City Council to promote and ensure equal rights to and opportunities for women in the city;
- promote education on issues regarding matters involving the needs of women and to prepare and distribute those materials;
- provide outreach information and education that empowers women to achieve self-sufficiency and self-esteem; and
- maintain an active liaison with groups, organizations, agencies and individuals in regard to issues related to women.

In March 2004, the Commission on the Status of Women convened to define their strategic direction, and in doing so, established the vision, values and mission that follow.

Vision for Glendale

Glendale is a city where the fully realized potential of all women and girls enriches the entire community; where all women and girls have equal rights, opportunities, and choices exercised freely, comfortably and safely; where all women and girls have a strong voice and equal participation in the affairs of the community; and where diversity is celebrated.

Values & Pledge to our Community

Our work shall be guided by the following values:

Equality, Justice, Fairness, Empowerment, Diversity, Knowledge, Collaboration, Respect

Given these values, the City of Glendale's Commission on the Status of Women, in order to build trust and establish credibility in the community, pledges to work in an open, collaborative, and culturally inclusive manner for the betterment of all women and girls who live, work or study in Glendale; to be respectful and sensitive to the City's many diverse cultures; and to acknowledge the services provided by existing agencies which support and assist women.



Mission to Serve Glendale

As the City of Glendale's Commission on the Status of Women, our purpose is to advance social justice and equity and ensure equality of rights and opportunities for all women and girls in Glendale by building new and strengthening existing bridges between the City's diverse groups, organizations, agencies and individuals; by increasing

Our purpose is to advance social justice and equity

the level of knowledge in the community regarding women's issues and the status of women in our community; by encouraging and promoting participation and by increasing visibility of women in all spheres of civic life in Glendale (including home, work, school, and government).



Courtesy of the Glendale News Press.





Who Are We?

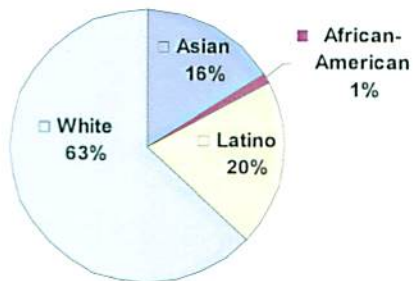
Demographics, Education & Economic Health

Demographics

Consistent with population demographics across the nation, in Glendale, women and girls are a majority of the residents of the City. Females comprise 52.3% of the population, in comparison to 50.6% in Los Angeles County and 50.9% of the general United States population.

Ethnicity/Ancestry

As of the 2000 US Census⁴, the population of the City is approximately 1% African American, 16% Asian, 63% Caucasian (28% of the general population are of Armenian ancestry), and 20% Latino. While the US Census provides information regarding Ethnicity and Ancestry as well as Age and Sex, there is no chart which provides information regarding both of those variables together.⁵



Age

The median age of residents is rising, most likely due to the aging of the baby boom generation, and the temporary influence of the wave of immigration of the 1980's.

Increasingly, the face of older Glendale residents is female. That pattern becomes more pronounced as women continue to age, with over 70% of the over 85 years old population being women.



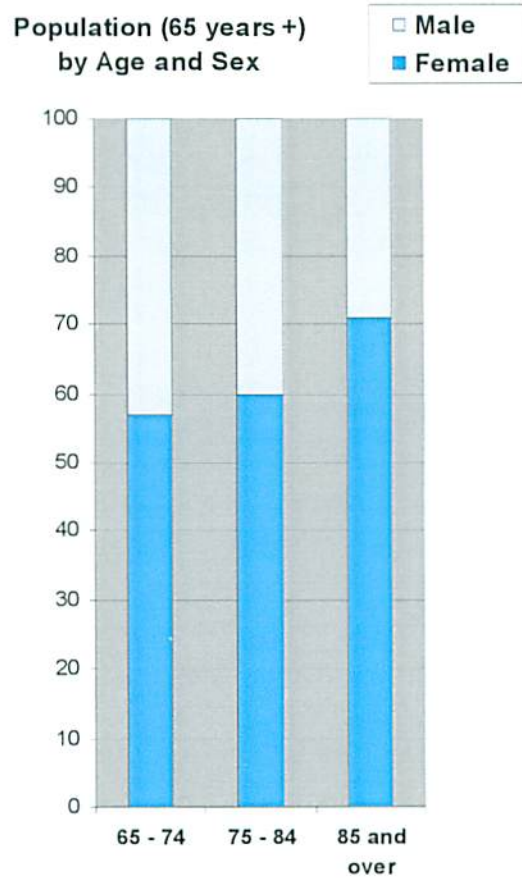
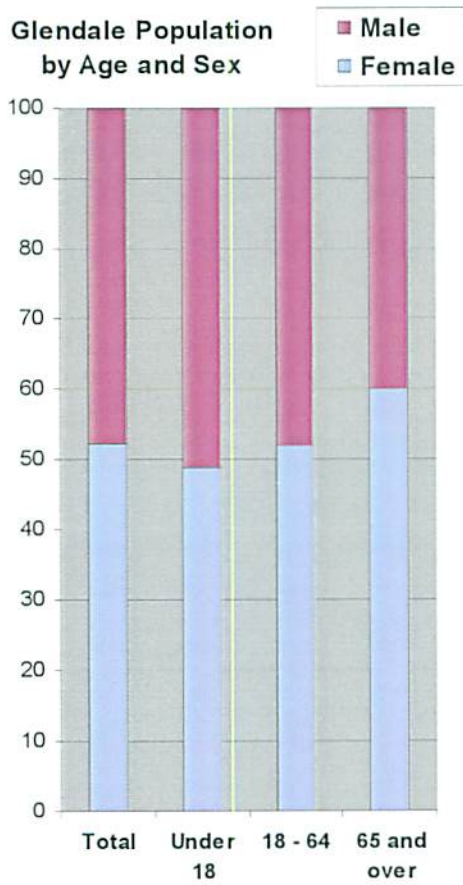
⁴ All data is gathered from the US Census, American Fact Finder unless otherwise noted. Additionally, although there are updated numbers available from 2004 for some regions, because Glendale was not included in the update, all numbers utilized for comparisons are from the 2000 US Census data.

⁵ A random sampling of the information which was available, confirmed that the pattern of females constituting a majority of the population held true.





The face of older
Glendale residents is
increasingly female.





Women and Disability

Percentage of Women with a Disability by Age				
	5 and over	5 – 15 years	16 - 64 years	65 years plus
Glendale	23.5%	1.8%	21.6%	52.0%
Los Angeles County	20.4%	3.8%	20.0%	46.9%
California	19.0%	3.7%	18.4%	43.8%
United States	19.1%	4.3%	17.6%	43.0%

“Disability” is defined by the US Census glossary as a “long-lasting physical, mental, or emotional condition. This condition can make it difficult for a person to do activities such as walking, climbing stairs, dressing, bathing, learning, or remembering. This condition can also impede a person from being able to go outside the home alone or to work at a job or business.” The US Census disability categories include: sensory, physical, mental, self-care, going outside the home and employment disabilities.

According to the US Census, in Glendale, approximately 23.3% of the total population (including both sexes) five years and older was disabled in 2000.

As might be expected, the rate of disability is positively correlated with age—as women get older, more have some type of disability.⁶

Disabled women in Glendale tend to be as educated as able-bodied women in the City; 31% of women with a disability are enrolled in college or graduate school compared with 31.2% of women with no disability of the same age group.⁷

Women with disabilities are employed at a lower rate than disabled men. Of women with a disability between the ages of 21 and 64, 43.8% are employed; of men with a disability, 59% are employed.

Although there are likely to be many reasons for this lower rate of employment, the Commission recognizes that disabled women contend with “two strikes” against them—both of gender and disability.

⁶ The US Census classifies disabilities into 6 different categories: sensory, physical, mental, self-care, going outside the home, or employment disability.

⁷ 2000 US Census, Disability Status by Sex

⁸ According to the US Census glossary, “family” is defined as “a group of two or more people who reside together and who are related by birth, marriage, or family.” Additionally, a “family household” is defined as “a family includes a householder and one or more people living in the same household who are related to the householder by birth, marriage, or adoption. All people in a household who are related to the householder are regarded as his or her family. A family household may contain people not related to the householder, but those people are not included as part of the householder’s family in census tabulations. Thus, the number of family households is equal to the number of families, but family households may include more members than do families. A household can contain only one family for purposes of census tabulations. Not all households contain families since a household may comprise a group of unrelated people or one person living alone. Related terms: household and householder.”





Households:

Glendale has a total of 71,805 households.⁸

Of these:

- 32.9% of these households are family households with children under 18 years
- 5.2% of these households are female-headed households (no husband present) with children under 18 years
- 2071 (3%) of these households are unmarried-partner households

76.6% of the unmarried-partner households are mixed-sex (male/female)

9.3% of the unmarried-partner households are same-sex couples (both women)

Relationship Status:

Among females 15 years and older, approximately 25% have never been married. Slightly over half (50.7%) of all females in this age group are married; and over 20% either widowed or divorced.⁹

Education

In Glendale, women are at least, if not better, educated than their male counterparts within the City.

Women who have not completed their high school degrees comprise only 7.5% of the population of 18 years and over in Glendale¹⁰ whereas men without high

school degrees (or equivalent) comprise 9% of that same population.

Women are twice as likely as men to have completed their high school degree or equivalent. Women with a high school degree or its equivalent comprise 14% of the 18 years and older population as compared to men in the city who comprise 7% of that same group.

On the other end of the educational attainment scale, women in Glendale hold Bachelor's degrees or better at virtually the same rate (in the 18 years and over population) as the men of Glendale. For females ages 18-64, 12.9% in the 18 years and over population have Bachelor's degrees in comparison to 13% of males for the same age group.

Women in Glendale also tend to hold Bachelor's degrees or better at a significantly higher percentage than Los Angeles County at large. Women ages 18-64 with

Women are twice as likely as men to have completed their high school degree or equivalent.

Bachelor's degrees or better constitute only 9.7% percent of the Los Angeles County population 18 years and over as contrasted with 12.9% of

Glendale women, from the same age group, who have Bachelor's degrees.

⁹ According to the 2000 US Census date set, Marital Status by Sex, Unmarried-Partner Households and Grandparents as Caregivers: 2000, of women in Glendale 15 years and older, 11.7% are widowed and 10% are divorced.

¹⁰ According to the 2000 US Census data sets, Sex by Age by Educational Attainment for the Population 18 years and Over, the 18 years and over population is 151,587 people. The age groups are 18-24, 25-34, 35-44, 45-64, and 65 and over. These percentages reflect women and men between the ages between 18-64 out of the entire 18 years and over population.





Economic Health

In Glendale, 51.4% of women over the age of 16 are actively employed in the workforce. Of the 13,327 households with children under 6 years of age, 46.5% have both parents in the labor force.

The median earnings for a female, fulltime, year-round worker were \$33,815 (as compared to \$39,709 for a male, full-time, year-round worker) according to the 2000 US Census. The average earning power of women currently residing in Glendale is higher than both the state and national averages. This is, in part, due to higher levels of education among Glendale residents than in the county or nation, on average.



Political Participation: Women and Policy

As part of its mission, the Commission on the Status of Women encourages the political participation of women and girls in the City.

Elected Officials

The CSW evaluated the current participation of women in policy setting positions within the City or representing the City (i.e. elected and appointed positions at all levels—local, state and national) and found the following: In addition to our local, state and national elected representatives, the City of Glendale has a number of Boards and Commissions which serve important advisory functions to City Council.

GLENDALE	Women	Men	% of Women
City Council	0	5	0%
GUSD	3	3	50%
GCC	3	2	60%
Treasurer	0	1	0%
Clerk	0	1	0%
Title II Boards or Commissions	21	42	50%

CALIFORNIA	Women	Men	% of Women
Assembly	0	1	0%
Senate	0	1	0%

UNITED STATES	Women	Men	% of Women
House of Representatives	0	2	0%
Senate	2	0	100%





Boards & Commissions

A "Title II" board or commission falls under the Glendale Municipal Code and is under the aegis of the Glendale City Council. It is the composition of these Title II (as opposed to non-Title II) boards and commissions which is of interest to the CSW. Each of these boards and commissions has five City Council-appointed members who serve 3 year, staggered terms, except for Arts & Culture and the CSW, which each have seven Council-appointed members.

Within the thirteen Title II boards and commissions for the City of Glendale, 8 out of 13 (62%) have women appointed as members or commissioners; 5 out of 13 (38%) Title II Boards or Commission have no female members.

38% of Title II Boards & Commission have no female members.

Title II Boards & Commissions	Women	Men	% of Women
Arts & Culture	4	2	66%
Audit Committee	1	4	20%
Board of Zoning Appeals	3	2	60%
Building & Fire Board of Appeals	0	4	0%
Civil Service Commission	1	4	20%
Commission on the Status of Women	6	0	100%
Design Review Board #1	0	5	0%
Design Review Board #2	1	4	20%
Glendale Water & Power Commission*	0	2	0%
Historic Preservation Commission	3	2	60%
Parks, Recreation & Community Svc Commission	2	3	40%
Planning Commission	0	5	0%
Transportation & Parking Commission	0	5	0%
Total	21	42	50%

*As of July 11, 2006 Glendale Water & Power Commission does not have a quorum and is unable to meet.

Non-Title II Boards & Commissions	Women	Men	% of Women
Bob Hope Airport Authority***	0	3	0%
Community Development Block Grant (CDBG) Advisory Committee**	1	9	10%
Housing Authority (Community Members)***	1	1	50%
Metropolitan Coop Library System Advisory Council Rep	0	0	
Metropolitan Water District Representative	0	1	0%
Santa Monica Mountains Conservancy Committee	0	1	0%
Total	2	15	12%

**The CDBG Committee is being established, contingent upon Council approval, as a Title II Board, effective 30 days after adoption, which is currently scheduled for June 27, 2006. Only 5 members will be appointed to the CDBG Board at that time.

***Elected City Council Members serve on these Authorities.





What's Going On?

Challenges:

Pay Parity, Poverty, Violence Against Women and Political Participation

Pay Parity

Consistent with the national pattern, there still exists a significant wage gap between males and females in the City of Glendale.

As the chart graphically illustrates, a full-time, year-round employee who is a female in Glendale still earns on average, only 85% of same earnings of her male counterpart.

This wage gap remains a significant issue for women for a number of reasons, especially as the retirement of the “baby boomers” begins to approach.¹¹

First, women are disproportionately represented in two different populations—the elderly and the poor. As women age, their likelihood for poverty increases dramatically. In Glendale, women who are 65 years and older comprise 60% of the population and are over 50% more likely to live in poverty than their male counterparts¹² as compared to a 16% increased likelihood of poverty between the ages of 18 - 64 years.

Median Annual Earnings of Full-time, Year-round Employees		Pay Parity/ Earnings Ratio	
Women	Men		
\$33,815	\$39,706	Glendale	85.1%
\$30,984	\$36,299	County	85.3%
\$31,722	\$40,627	State	78.0%
\$27,194	\$37,057	Nation	73.3%

Second, according to a September 2005 fact sheet¹³ issued by the Institute of Women’s Policy Research,¹⁴ the cumulative effect over a twenty year time frame for a college educated woman who entered the work force in 1984 (between the ages of 24 and 29)¹⁵ would average \$440,743.00 in wages lost as a result of the gender wage gap.

The true cost of the gender wage gap is ultimately a price paid by the entire society – in unrealized potential consumption and investments, reduced tax revenues to governments at all levels, and, perhaps most significantly, in lost productivity and outputs due to the “underemployment” of women workers.

¹¹ Some economists warn of the impending “aging tsunami” as the baby boomer generation begins to retire.

¹² In Glendale, in the 65 years or older population, 6.6% of the people in poverty are females versus 3.5% of males.

¹³ IWPR, “Memo To John Roberts: The Gender Wage Gap is Real,” September 2005.

<http://www.iwpr.org/pdf/C362.pdf>

¹⁴ The Institute for Women’s Policy Research is a non-partisan, non-profit policy research group which focuses on issues of poverty and welfare, employment and earnings, work and family issues, health and safety, and women’s civic and political participation.

¹⁵ According to the authors, these losses represent only those since 1984. “If older women were included in the calculation, the losses to both earnings and the Gross Domestic Product would be much larger.” (IWPR, 3)





Poverty

Percentage of People in Poverty by Gender						
	Under 18 old		18 – 64 years old		65 and older	
	Female	Male	Female	Male	Female	Male
Glendale	14.4%	15.7%	32.4%	27.2%	6.6%	3.5%
National	16.7%	16.4%	12.6%	9.6%	11.9%	7.0%

Despite the higher than national average median earnings of women in the City of Glendale, poverty remains an issue.

The Federal Poverty Thresholds are used by the US Census Bureau to compute statistical data regarding poverty. Although complex, the formula utilizes size of family unit, age of members, income and other variables to define the “weighted average thresholds” for various family configurations. In Census Year 2000, the federal poverty threshold for a family of four with two children under 18 years was \$17,463.00 annual income. For a family of four with three children under 18 years, the threshold was \$17,524.00 annual income.

Nearly one-fifth of female-headed families¹⁶ (1,512 out of 8,437 or 17.9% female-headed households) live below the poverty threshold.

Of the female-headed families in Glendale: 26.1% have related children under age 18 (1,102) 34.4% have related children under age 5 (352)

The percentage of female-headed house-

Female-headed households (for example: single mothers) living below the poverty level (17.9%) is significantly higher than that for families (13.6%) or married-couple families (12.5%) in Glendale.

holds (for example: single mothers) living below the poverty level (17.9%) is significantly higher than that for families (13.6%) or married-couple families (12.5%) in Glendale. In comparison to Los Angeles, the number of female headed households living below the poverty line in Glendale is significantly lower than in Los Angeles County, where 28.5% of female-headed households live below the poverty line.

A total of 13.6% of families in Glendale live below the poverty level.

Of these families:
18.6% have related children under age 18
20.1% have related children under age 5

Approximately 12.5% of married-couple families live below the poverty level. Interestingly, married-couple families have a greater likelihood of living below the poverty line in Glendale as compared to Los Angeles County (10%).

Of these married-couple families:
16.9% have related children under age 18
17.4% have related children under age 5.

¹⁶According to the US Census glossary, a “female-headed household” is defined as a “female maintaining a household with no husband of the householder present.”





According to the “We the People: Women and Men in the United States,” a special report issued in January 2005 by the US Census Bureau, females represented 56% of the total number of people living in poverty (a rate higher than their proportion of the total population of 51%) in the nation.

Additionally, similar to the national picture, in Glendale, the older women are, the wider the gap that exists between males and females living in poverty:

Homelessness

Annually, the City of Glendale Community Development and Housing Department (CDH) conducts two studies, throughout the city’s continuum of care,¹⁷ to capture an unduplicated count¹⁸ of how many people are in the system at that point in time and to administer the Homeless Needs Survey.

In 2004, the highest number of unduplicated homeless persons served was 357. On February 26, 2004, staff and volunteers asked a series of over 100 questions to assess the demographics and needs of the homeless population. Over half of all adults (56%) participated in the survey. Adults in every residential facility, including the seasonal shelter, participated in the survey

According to the 2004 Homelessness Needs Survey, conducted by CDH, of 133 adults who completed the “point in time” survey

¹⁷ A continuum of care is a network of agencies in a city or region which provides a variety of services to the homeless population—from shelter, to medical and psychological assessment and treatment, and also includes prevention and transitional assistance.

¹⁸ An unduplicated count attempts to capture a number of services to different individuals with care to not “double count” a person who may utilize several different service agencies during the survey period.

(conducted during February 2004), 53% were women.

According to that survey, there is a strong correlation between violence and homelessness, particularly among women. Of the 70 women who took the survey, 33 (47%) of them were homeless as a direct result of domestic violence. Nearly 80% (56) of adult women and 30% (19) of adult men reported experiencing abuse and/or domestic violence at some time in their lives. Of the 50 women who reported experiencing abuse by a spouse or intimate partner, 22 (39%) reported they had also experienced abuse by a parent or a relative. Only 6 (11%) women who reported abuse by a parent or relative did not report also experiencing abuse by a spouse/intimate partner.

Violence Against Women

Despite persistent prevalence of violence against women, the City of Glendale continues to be ranked as one of the top ten safest cities with a population over 100,000 in the State of California. The Commission on the Status of Women strongly commends the Police Department for their exemplary response to violent crime in the City.

However, despite the focused effort of the Glendale Police Department to address this issue, there is much concern regarding the persistent and escalating problem of violence against women.





It is critically important to be clear that as the community's awareness of these types of issues is heightened and victims of these types of crimes—from domestic violence to rape to stalking—become empowered to seek the aid and services available in the city from the many service providers as well as law enforcement, it is expected that there will be a corresponding increase in the number of calls to the Police.

Domestic Violence/Intimate Partner Violence Domestic violence (DV), also called "intimate partner abuse," "battering," or "wife-beating," refers to physical, sexual, psychological, and economic abuse that takes place in the context of an intimate relationship, including dating and marriage.

DV is one of the most common forms of gender-based violence and is often characterized by long-term patterns of abusive behavior and control. Additionally, these crimes are under-reported for a number of reasons including, but not limited to, the victim's legitimate fear of repercussions for reporting his/her partner and/or their own internalized shame at being seen as a victim of domestic violence.

According to the Los Angeles County Commission for Women's Status Report, county-wide in 2003, there were over 52,000 domestic violence calls for assistance, almost 13,000 domestic violence related arrests, and 37 domestic violence related homicides in Los Angeles County.¹⁹

¹⁹ According to the Department of Justice statistics

²⁰ The term "domestic" refers to intra-familial or intra-relationship violence (and can include parent/child, grandparents/grandchildren, etc), whereas "domestic violence" refers to violence between intimate partners (whether husband/wife, boyfriend/girlfriend, or two men or two women in an intimate relationship).

In 2005, Glendale experienced a record high of nineteen (19) homicides. Eleven (11) of the nineteen (19) homicides were due to the January 2005 Metrolink incident. Of the remaining eight non-Metrolink related homicides, two (25%) were domestic violence related homicides and three were domestic²⁰ in nature.

Domestic violence crimes continue to be severely under-reported by victims. While at first blush it would seem beneficial to a community to see a lower number of calls to law enforcement, an increase in calls can actually indicate a higher level of awareness of and a more appropriate response to domestic violence within the community. It can be an indication that the police are succeeding in their attempts to identify domestic violence situations and enforce domestic violence laws. By way of example, when the Glendale Police Department established a specialized domestic violence unit in late 1999, the calls to law enforcement received for the year 2000 were over 2.5 times higher than that of the previous year. In 2005, the Glendale Police Department responded to 422 domestic violence calls. Although this number of calls represents an increase of 29% from 2004, it is still 40% below the 700 calls for enforcement reported in 2000.

DV is one of the most common forms of gender-based violence





Domestic Violence Calls to Glendale Police Department									
Type of Weapon Used	1997	1998	1999	2000	2001	2002	2003	2004	2005
Firearm (Aggravated)	5	3	5	7	1	0	3	2	4
Knife or Cutting Instrument (Aggravated)	19	8	12	27	22	10	7	7	7
Other Dangerous Weapon (Aggravated)	30	16	13	41	13	22	8	6	14
Personal Weapons—Hands/Fist/Feet/Etc (Aggravated)	0	0	54	197	25	42	15	4	40
Personal Weapons—Hands/Fist/Feet/Etc (Simple)	245	255	180	428	550	443	310	306	357
No Weapons (Disturbing the Peace) NON-CRIMINAL	3	0	4	0	121	104	86	1	0
TOTAL	302	282	268	700	732	621	429	326	422

YWCA Domestic Violence Project Support Services		
Type of Service	# of Services Provided	
	2004	2005
Crisis Hotline Callers	972	944
Outreach Contacts	2,176	1,618
Educational Presentations	*	517
Counseling Units	7,232	9,271
Childcare Service Units	*	1,256
Bed Nights	13,211	14,143
Meals	7,896	7,896
Women/Children Served	2,902	3000

*number not provided by the YWCA





In comparison to the number of calls for domestic violence related incidents received by the Glendale Police Department in 2005 (422 calls), the Glendale YWCA received over two times as many calls (944 calls) to their 24-hour crisis hotline and assisted over 3000 women and children in 2005.

According to the Los Angeles County District Attorney's office, in 2005, 93 cases for domestic violence were prosecuted under California Penal Code §273.5.²¹

Of the cases filed in 2004 and 2005 by the Los Angeles District Attorney's Glendale Area Office, the breakdown is as follows in the table to the right.

Rape/Stalking

There was an over 21% increase in the number of forcible rapes in the city from 2004 to 2005.

Stalking incidents in the City more than doubled from 2004 to 2005, with a 54% increase. Similar to domestic violence, some of this increase is, no doubt, attributable to an increased awareness of what behaviors constitute stalking and increased reporting by victims.

Los Angeles County District Attorney Glendale Area Domestic Violence (Penal Code 273.5) Cases Number & Disposition				
STATUS	2004		2005	
	Felony	Misdemeanor	Felony	Misdemeanor
Filed	16	59	24	69
Convicted	13	55	20	59
Dismissed	0	4	0	4
Pending	3	0	3	6
Refiled			1*	0

*re-filed in 2006, previously convicted of Penal Code §242, Battery.²²

²¹ California Penal Code §273.5 defines domestic violence as the “[willful infliction] upon a person who is his or her spouse, former spouse, cohabitant, former cohabitant, or the mother or father of his or her child, corporal injury resulting in a traumatic condition.”

²² California Penal Code §242 defines the crime of battery.





City Wide Crime Statistics

Part I Crimes					
Year	VIOLENT CRIMES				TOTAL
	Murder	Rape	Robbery	Aggravated Assault	
2000	6	20	182	518	726
2001	5	22	180	235	442
2002	9	21	186	279	495
2003	6	18	146	193	363
2004	5	11	133	119	268
2005	19	14	136	181	350

Selected Part II Crimes					
Year	All Sex Crime	Child Abuse, Neglect, Endanger, Annoy	Abuse of Elderly or Dependant Person	Stalking	Kidnapping
2000	141	53	18		9
2001	150	28	30		6
2002	111	24	24		3
2003	121	57	17		7
2004	115	57	20	14	9
2005	104	50	15	26	11

Popular Culture and Violence Against Women

According to the Women’s Foundation of California’s report, since the 1950’s over 3,500 research studies have been conducted on the impact of violence in the media on behavior. All but 18 have shown a positive correlation between exposure to violent images and actions in the media and violence acted out in real life. Additionally,

several studies have shown that violent video games desensitize children and teens to violence and increase their levels of aggressiveness and hostility toward others. Echoing the research study results, participants in the “Road to Equity Tour” in 2005 expressed concern about the ways in which sexualized violence, in particular, contributes to violence against women and girls.²³

²³ Rochman, Sue and Laura Saponara, *On the Road to Equity: A Statewide Agenda for Women and Girls* (May, 2006), online at: http://www.womensfoundca.org/site/c.aqKGLROAIrH/b.982229/k.D38D/Road_to_Equity_Tour.htm





Political Participation

As noted in the previous section, although women are represented in a majority of (62%) of Title II boards and commissions, nearly 40% (38%) of boards and commissions have no female representation.

Including the CSW, women constitute half (50%) of all currently appointed board members or commissioners.

Title II Boards & Commissions* *As of July 11, 2006	Women	Men	% of Women	Openings
Arts & Culture	4	2	66%	1
Audit Committee	1	4	20%	0
Board of Zoning Appeals	3	2	60%	0
Building & Fire Board of Appeals	0	4	0%	1
Civil Service Commission	1	4	20%	0
Commission on the Status of Women	6	0	100%	1
Design Review Board #1	0	5	0%	0
Design Review Board #2	1	4	20%	0
Glendale Water & Power Commission**	0	2	0%	3
Historic Preservation Commission	3	2	60%	0
Parks, Recreation & Community Services Commission	2	3	40%	0
Planning Commission	0	5	0%	0
Transportation & Parking Commission	0	5	0%	0
Total	21	42	50%	(6)

However, if the CSW is *not* included, then women constitute just over one third (36%) of appointees on all other boards and commissions.

Title II Boards & Commissions (not including the CSW)* *As of July 11, 2006	Women	Men	% of Women	Openings
Arts & Culture	4	2	66%	1
Audit Committee	1	4	20%	0
Board of Zoning Appeals	3	2	60%	0
Building & Fire Board of Appeals	0	4	0%	1
Civil Service Commission	1	4	20%	0
Design Review Board #1	0	5	0%	0
Design Review Board #2	1	4	20%	0
Glendale Water & Power Commission**	0	2	0%	3
Historic Preservation Commission	3	2	60%	0
Parks, Recreation & Community Services Commission	2	3	40%	0
Planning Commission	0	5	0%	0
Transportation & Parking Commission	0	5	0%	0
Total	15	42	36%	(5)





RECOMMENDATIONS:

Political Participation, Pay Parity, Poverty, and Violence Against Women

The Glendale City Council, by establishing the Commission on the Status of Women as an advisory commission, clearly articulated their awareness of a continuing need to promote and ensure women equal rights and opportunities within the City to ensure the healthy development of the community.

It is with a spirit of appreciation for the continued support and dedication of our City Council to women's well-being and equality that the Commission on the Status of Women respectfully submits the following recommendations to City Council for their consideration:

POLITICAL PARTICIPATION Recommendation:

- Recruit qualified women for appointment to board and commission openings.
- Continue developing programs for educational forums and voter registration events.

In order to assist the recruitment efforts of the City, the CSW could compile a list of qualified, interested women for board and commission openings for City Council's consideration prior to appointments.

Additionally, the CSW has held a voter registration drive and awareness events and will continue to work to educate women on pertinent issues regarding voting, pending legislation of interest to women and the opportunities for political participation in this City.

The CSW is also working to develop, with local groups (for example: the County Registrar, the Glendale City Clerk's office and the League of Women Voters), additional resource materials for distribution at City-sponsored or CSW-sponsored events.

VIOLENCE AGAINST WOMEN Recommendation:

- Continue city-wide education and awareness campaigns regarding all forms of violence against women
- Expand the Hands Project® to include private schools as well as the Glendale Unified School District
- Implement teen safe dating/ violence awareness programs at the junior/senior high school levels
- Explore the possibility for the establishment of a specialized domestic violence response team within the Glendale Police Department
- Research the requirements, benefits, costs, and desirability of having a Sexual Assault Response Team (SART) available at one of the three local emergency rooms

PAY PARITY Recommendations:

- Provide opportunities for essential business skills training
- Educate women on better negotiation skills

Given the difficulties of changing corporate cultures regarding pay, the Commission on the Status of Women could develop and facilitate educational forums and training regarding essential business skills to offset the well-documented pattern of disparity in pay for women (generally).

Currently in progress, are plans for an exciting and fun learning opportunity, focused on the personal and professional development of young women and girls

POVERTY Recommendations:

- Continue to support and expand on existing City self-sufficiency programs, such as the Low Income Families Education and Rental Assistance Program (LIFERAP)
- Provide educational opportunities for economic literacy trainings for young families to strengthen money management skills
- Provide health awareness and education specifically targeted to low-income and un-insured women
- Continue development of affordable housing projects to assist low income/moderate income families





Participants @ Take Back the Night, April 28, 2006

Activities of the Commission on the Status of Women

2004

February

First meeting of the Glendale Commission on the Status of Women

March

Strategic Planning Retreat
Presentation: Glendale Sunrise Rotary Club

April

Participant - Soroptomist "Bras for A Cause"

June

Successful Search and Appointment of Two Student Ex Officio Commissioners

July

National Association of Commission for Women (NACW)
Annual Convention - Pasadena, CA
Association of California Commissions (ACCW) Convention - Pasadena, CA

August

Resolution: Women's Equality Day

September

Women in Business Luncheon Partner
Los Angeles County Commission for Women (LACCW) 5K Run/Walk

October

Voter Outreach with League of Women Voters of Glendale/Burbank
CSW Public Service Announcement: "Greeting Card to the Community"
Unity Fest Table with Armenian Relief Society
Assembly Member Carol Liu's Cancer Awareness Breakfast





2005

January

Strategic Plan to City Council
Family Violence Prevention Fund Public Service Announcement:
"Coaching Boys to Men"
Hands & Words Are Not For Hurting Project Adopted by the CSW

March

First Annual Jewels of Glendale Award Luncheon (raised over \$10,000.00 net)
Association of California Commissions (ACCW) Quarterly Meeting
Resolution: Women's History Month & International Women's Day

April

Resolution: Sexual Assault Awareness Month & Denim Day in Glendale
Participant - Soroptomist "Bras for A Cause"
Denim Day in Glendale

Attended Los Angeles Commission on Assaults on Women (LACAAW) Denim Day in LA with Senator Scott's Representative

May

Association of California Commissions (ACCW) Quarterly Meeting

June

Successful Search and Appointment of Two Student Ex Officio Commissioners

July

Legislative Slate Adopted by CSW
National Association of Commission for Women (NACW)
Annual Convention - Miami, FL

August

Women's Words of Wisdom (W3)
"Lessons Learned from the Campaign Trail"
Host: Association of California Commissions (ACCW) on Women Quarterly Meeting

September

Resolution: Support of Reauthorization of the Violence Against Women Act
Women in Business Luncheon Partner
Los Angeles County Commission for Women (LACCW) 5K Run/Walk
Women's Words of Wisdom (W3)
"Proposition 73: Parental Notification Initiative and Its effects on Women and Girls"

October

Gathering of Sisters: A Women's Fair (raised \$6400.00 net)
Assembly Member Carol Liu's Cancer Awareness Breakfast -
(Planning Committee Member)

November

Association of California Commissions for Women (ACCW) Quarterly Meeting





2006

January

Yellow Ribbon Week Partnership with Glendale Unified School District
(Over 22,000 Students take the HWNFH Pledge)

February

Go Red for Women: Promoting Heart Health Awareness
Association of California Commissions for Women Quarterly Meeting

March

Second Annual Jewels of Glendale Award Luncheon
(Raised over \$10,000.00 net)

April

Gold Sponsor of the Soroptomist "Bras for a Cause"
Denim Day in Los Angeles
Dollars for Denim Campaign
(Raised nearly \$1100.00 for the Los Angeles Commission on Assaults Against Women)
Take Back the Night Rally/March and Clothesline Project Reception with the YWCA and
Parks & Recreation, Youth and Family Services Division

May

Association of California Commissions for Women Quarterly Meeting
Donated \$5000.00 to the San Gabriel Valley Habitat for Humanity Kenwood Project
Women's Build Team (Affordable housing development)
Voted to hire one qualified student through the Glendale Youth Alliance (\$1000.00)
Adopted Legislative Slate

July

Launch a Public Safety Campaign with Glendale Fire Department
regarding Children and Car Safety
Cruise Night Fundraiser for San Gabriel Valley Habitat for Humanity,
Kenwood Project Women's Build Team

August

Convene Domestic Violence Provider Summit & Round Table Discussion
"Immigrant Women's Special Needs"





Upcoming Activities

Economic Literacy

Rosie Goes to Wall Street: An exciting camp for young women to learn about basic business practices and economic options

Dollars and Sense:

Training for young families/single parents in successful strategies for financial security

Annual Women in Business Luncheon Sponsor

Women's Health

Host: Domestic Violence Providers Summit & Round Table Discussion focused on the Special Needs of Immigrant Women in the City of Glendale.

Annual Sponsor: Los Angeles County Commission for Women's 5K Run/Walk for Girls At Risk

Women's Words of Wisdom (W3)
Domestic Violence Panel

Annual Sponsor: Assembly Member Carol Liu's Cancer Awareness Breakfast -
(Planning Committee Member)

Second Annual Gathering of Sisters



Glendale Commission on the Status of Women, September 2006
(clockwise from front row left: Nayiri Nahabedian, Ani Tribunyun,
Lena Bozoyan, Paula Devine, Karla Kerlin, Lisa Koontz, Joanna Yim, Grace Walker)





SPOTLIGHT ON CSW FEATURED PROGRAMS

JEWELS OF GLENDALE AWARD LUNCHEON

Held annually in March, in tribute to Women's History Month and International Women's Day, the Jewels of Glendale Award Luncheon is a chance to honor the true Jewels of our city - outstanding Glendale women who have overcome hardship to become positive role models for the community-through strength, courage and persistence.

This annual signature event has been a tremendous success due to the support and collaboration of the community.

The funds raised continue to fund the Commission's programs, including the signature anti-violence program, Hands and Words are Not for Hurting (a city-wide anti-violence campaign). The funds also allow the Commission to host events like the Gathering of Sisters: A Women's Fair, which brought together over 65 community service and support organizations, city departments, women-owned businesses, and local artists in a terrific educational, outreach, and resource event.

Jewels of Glendale Women of Courage 2005

Michelle Gonzales

A Los Angeles native of Puerto Rican and Japanese descent, Ms. Michelle Gonzalez has achieved great things through her work with the Glendale Police Department.

Although she only filled out the job application on a bet with her mother, she states that she is passionate and dedicated to her work. Understatement and humility are her hallmarks. Ms. Gonzalez states that she enjoys "the challenge of diversity takes great pride in her profession and strives to improve the quality of life not only for herself, but also for others.

As the chief wage earner for her family, and the mother of two little boys, in her professional life Ms. Gonzalez is a Police Agent in the Detective Bureau responsible for investigation of any crimes committed due to ethnicity, race, sex, color, religion—crimes known as "hate crimes." She also has investigated many serious child molestation and rape cases in the City of Glendale. Ms. Gonzalez works diligently at educating the public; she has dedicated much time to Stranger Danger (an educational program on child safety) as well as providing "Megan's Law" education to schools and the community. She also devotes much of her personal time working with the Cops for Kids program and at Achieve Glendale, helping the homeless.

Sergeant Davey best described Ms. Gonzalez when he wrote, "...I used Michelle's work as an example of what level investigators from all agencies should strive to attain. Michelle's impact to the community has been to help make it safe by investigating the worst criminals and comforting their victims over the last fourteen years. Michelle is a Jewel of the City."





Lida Soulikhanian

A native of Iran of Armenian descent, Ms. Soulikhanian's story is amazing for its resilience, perseverance and sheer tenacity in the face of nearly insurmountable odds.

For ten years of her life, Ms. Soulikhanian was married to a batterer. Ms. Soulikhanian was determined to escape an oppressive and abusive husband and also the repressive regime in her native Iran. She escaped to Vienna, Austria with no money, not speaking the language, and with her young son in tow. Despite the loss of her father whom she had not been able to see in years due to her refugee status, in 1986, Ms. Soulikhanian joined the United Nations.

As a survivor of domestic abuse and a first-hand witness to the havoc it wreaks in women's lives, Ms. Soulikhanian joined the Young Women's Christian Association (YWCA) of Glendale in February 2004, as a passionate Outreach Advocate at the Domestic Violence Program. Within five short months, Ms. Soulikhanian was promoted to Domestic Violence Program Coordinator.

A member of the committee which reviewed Ms. Soulikhanian's nomination wrote, "I am so appreciative of the fact that a victim turned into a counselor, dedicated to providing the best services and assistance possible to clients at the Domestic Violence Program at the Glendale YWCA." She continued, "Lida Soulikhanian will be an inspiration to all those who hear her story, especially giving hope to battered women."

Jewel of Glendale Woman of Courage 2006

Kathy Lefkovits

With her long-standing passion for involvement in her community, Ms. Kathy Lefkovits' contributions to Glendale stretch back over 30 years when she started a new life in Glendale as a single mother of two young boys.

Through her determination and strength, Ms. Lefkovits established a strong career as a local realtor while always finding the time to serve others in the community. The 2002 Realtor of the Year, recognized by the Glendale Board of Realtors, was an active member of the Glen Oaks PTA during her children's attendance at school; a member of the Chevy Chase Garden Club, which raises funds to support Ronald McDonald House (which provides housing close by medical centers for the parents of hospitalized children); and also a respected member of the Soroptomist International of Glendale (SIG) since 1998. She has served on many committees and is also a board member for the Glendale Rose Float Association.

As President of Soroptomist International of Glendale, Ms. Lefkovits brought the enormously successful "Bras For A Cause" fundraiser to Glendale in 2004 to raise breast cancer awareness in the community. This event has been adopted as the signature fundraiser of Soroptomist International of Glendale and to date has raised over \$60,000 for local hospitals and the other 200 local charities which receive support from Soroptomist International of Glendale.



Sue Shine

Despite a childhood that was full of struggle and difficulty, Ms. Sue Shine has courageously used those struggles to polish herself into an absolute Jewel.

Despite being born into a family that dealt with the enormous challenges of alcoholism, poverty, drugs and violence, Ms. Shine willingly shares her story to connect with and provide a guiding light to the students that she mentors as part of her duties with the Community Services Bureau of the Glendale Police Department. Her assignment includes Daily High School, the Police Activities League and the STAR Program.

Most people would have been satisfied to have lifted themselves out of those challenging beginnings, but Ms. Shine did not stop there; she made a decision to share her experiences to teach and mentor children in similar circumstances and watch them succeed as she succeeded.

First Annual Corporate Jewel 2006

Glendale Water & Power

In 2006, the Commission on the Status of Women awarded the First Annual Corporate Jewels of Glendale Award to Glendale Water & Power for their tremendous support of the Commission. Since the Commission's first event in October 2004, GWP has been a consistent supporter of the Commission's mission and goals to educate and empower the community.

GWP provided support for the Commission to host a gathering of the Association of California Commissions on

Women, establishing Glendale as a leader in the long and steady march to social justice. In the short time since the establishment of the Commission, GWP has time and again not only put "its money where its mouth is," but more importantly, GWP has been a visible presence at the Commission's community outreach efforts—from the Voter Registration Drive to the Gathering of Sisters to the Jewels of Glendale.

For that consistent and outstanding show of support and generosity, the Commission on the Status of Women expresses its deepest gratitude and looks forward to moving into Glendale's second century in partnership with Glendale Water & Power.

HANDS AND WORDS ARE NOT FOR HURTING®

Over 25,000 people in Glendale have taken the pledge to not use their hands and words for hurting themselves or others.

Adopted in March 2005 as the signature anti-violence program of the CSW, this award winning program utilizes a bright, simple graphic of a purple hand with a red heart in the palm and an easy to remember pledge, "I will not use my hands or my words for hurting myself or others." The Commission has featured this interactive program at events across the city from Public Works Day to Unity Fest to the Armenian Relief Society Annual Festival to the Gathering of Sisters.

In January, the Commission helped bring the *Hands Project* to the programs offered during Yellow Ribbon Week by the Glendale Unified School District. Out of thirty schools, twenty-one voluntarily participated





in the Hands project; over 22,000 children, across all grades, took their own personal pledge. The program was very well-received and was featured in the local paper, the Glendale News-Press.

Most recently, the *Hands Project* was an integral part of the *Take Back the Night Rally and March* to raise awareness about sexual assault and rape as well as the devastating effects of violence of all types in our community. Virtually every participant took the pledge of non-violence.

GATHERING of SISTERS

Initially conceived as a health fair, the GATHERING concept expanded beyond the original idea of inviting local hospitals and health care providers to provide education and services to the public (i.e. glaucoma screenings, blood pressure, cholesterol, and blood sugar testing, chiropractic screening, etc.) to become a showcase for local women artists, vendors and service providers. Over 65 community service and support organizations, city departments as well as five local artists participated in the first annual *Gathering of Sisters*.

At the Gathering, a "bazaar" featured local women artisans and vendors. The art exhibit featured the works of local female artists working in various media—from photography, to digital art to ceramics and acrylics. Our artists, Terry Bailey, Julie Bagish, Katy Didcoate, Linda Ternoir, and Corrie Wisner, a recipient of the Glendale Community Foundation's Ruth Jensen Award, were very well received by the attendees and other participants in the event. The Commission held a film screening of Glendale film-maker Nancy Stein's short

film "Stealing Innocence." In partnership with the Los Angeles Commission on Assaults Against Women (LACAAW), the CSW also screened a series of short films called "Digital Stories" produced by teens directly impacted by violence. The CSW hosted an interactive table for their signature anti-violence program, "*Hands & Words Are Not for Hurting*®."

TAKE BACK THE NIGHT RALLY AND MARCH AND CLOTHESLINE PROJECT RECEPTION

April 2006 saw the first annual Glendale Take Back The Night Rally & March featuring a Clothesline Project. At this event, approximately one hundred Glendale community members, including representatives for Senator Jack Scott and Assembly Member Carol Liu, joined other concerned citizens across the state and nation during the month of April to "Decide to End Sexual Violence" and promote healthy relationships and communities.

This event was a collaborative venture between the Glendale YWCA, the Glendale Commission on the Status of Women, and the Youth & Family Services Division of the Department of Parks, Recreation, and Community Services (City of Glendale) who joined with rape crisis centers statewide, the California Coalition Against Sexual Assault, and the National Sexual Violence Resource Center in support of Sexual Assault Awareness Month. At the YWCA, a powerful display of "survivor art," known as the *Clothesline Project 2006*, was shown.



MY
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It's b
hurts