



## Ohio Legislative Children's Caucus

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*Learning, connecting, and problem-solving  
together. Our children are counting on us.*

*Building a Better Future for Women and their Children*  
*March 28, 2022*

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# Welcome!



*Opening comments  
from our caucus co-  
chair, Representative  
Monique Smith*



**Kelley Griesmer,  
President & CEO,  
The Women's Fund  
of Central Ohio**

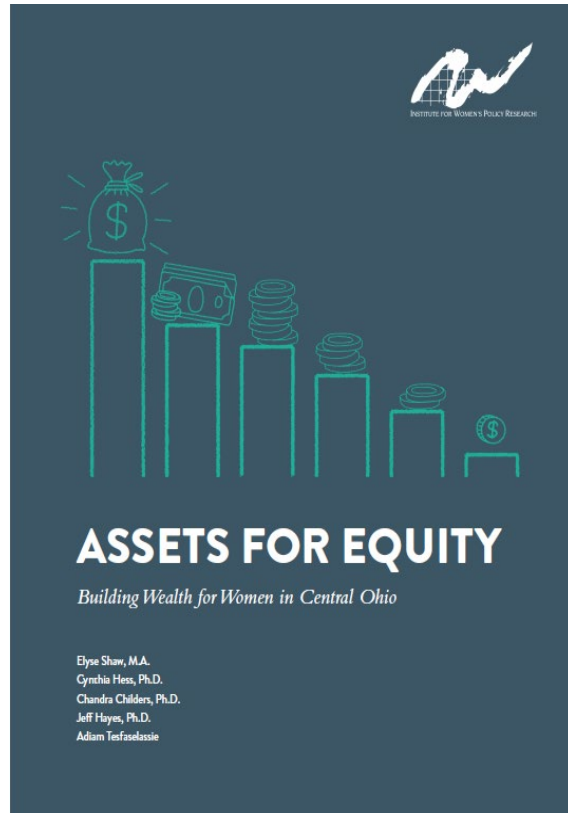


# HOW THE GENDER AND RACIAL WEALTH GAP BECAME THE SHECESSION



*the*  
WOMEN'S FUND  
OF CENTRAL OHIO

# GENDER AND RACIAL WEALTH GAP (2019)



Commissioned by:



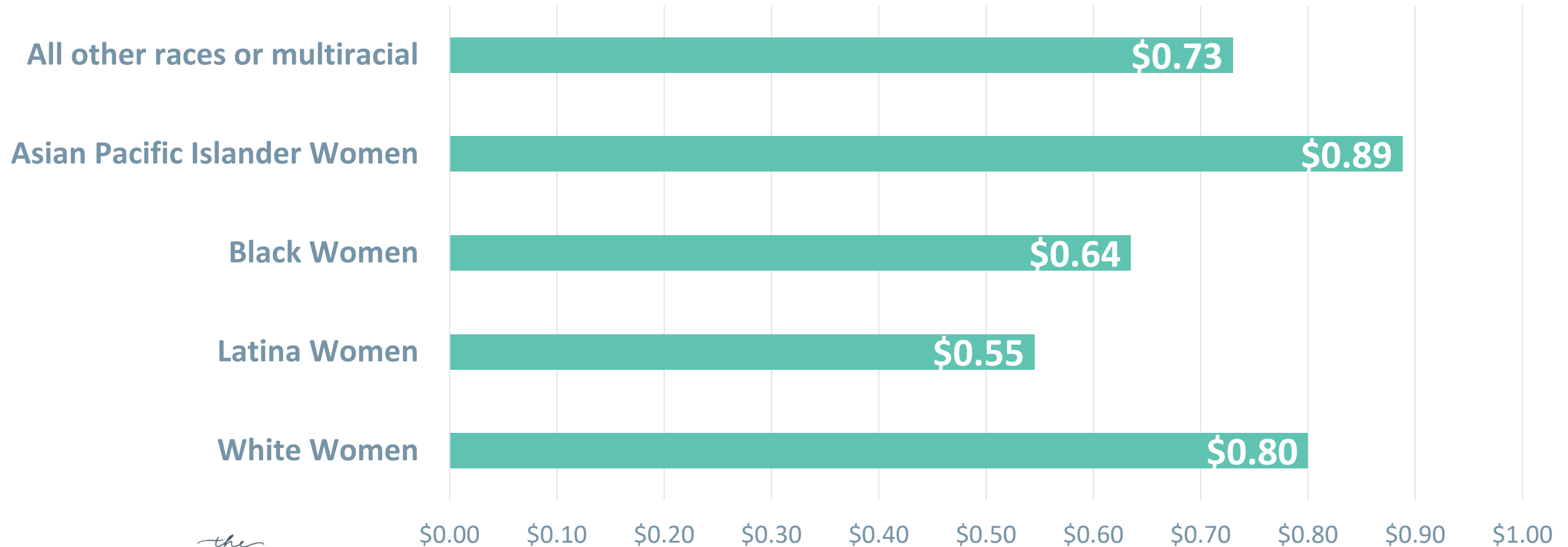
Research Partner:



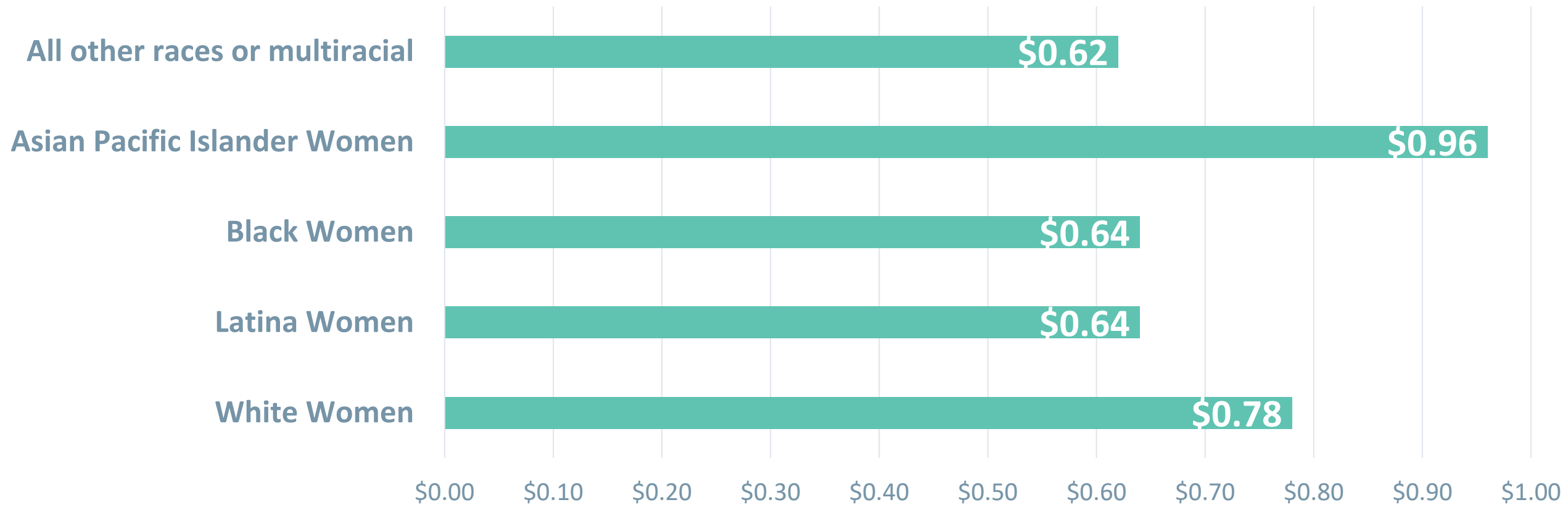
Collaborative support:



**NATIONALLY**, MEDIAN ANNUAL EARNINGS FOR A FULL-TIME, YEAR-ROUND WOMEN WORKERS COMPARED TO WHITE MEN:



**IN OHIO**, MEDIAN ANNUAL EARNINGS FOR A FULL-TIME, YEAR-ROUND WOMEN WORKERS WHEN COMPARED TO WHITE MEN:



# WAGES DO NOT EQUATE TO WEALTH



## **NATIONALLY**, WHEN COMPARED TO ALL SINGLE MEN:

- All single women owned **40 cents to the dollar**
- Single Latina women owned **8 cents to the dollar**
- Single Black women owned **2 cents to the dollar**



# WEALTH BUILDING BARRIERS

## Prime Wealth Building Years (35-64)

- Lack of access to affordable housing
- Lack of paid sick days and family leave
- High cost, low quality and/or lack of childcare
- Significant student loans (overly \$50,000)
- Targeted for risky, subprime loans and high interest rates
- Lack of household savings
- Limited access to capital and investments
- Barriers to entrepreneurship



# WEALTH BUILDING ACCELERATORS

## Prime Wealth Building Years (35-64)

- Affordable housing and tax credits for first-time home buyers
- Paid family and medical leave and sick days
- Flexible work schedules
- Access to affordable, quality childcare
- Student loan forgiveness
- Employer-sponsored health insurance and benefits
- Access to business ownership and entrepreneurship
- Access to capital and investment strategies

**WITHOUT WEALTH, WOMEN CANNOT  
WEATHER A STORM**

**THE STORM OF A CENTURY CAME...**



# THE SHECESSION



*the*  
WOMEN'S FUND  
OF CENTRAL OHIO

## THE SHECESSION

### WOMEN WERE ON THE FRONTLINES OF COVID-19 IN OHIO:

- 67% of 1,251,448 people working in front-line industries
- 80% of 689,250 working in healthcare
- 85% of 114,319 working in childcare and social services
- 54% of 248,347 working at grocery, convenience & drug stores

## THE SHECESSION

- Women were over-represented in the industries that experienced the biggest losses, including hospitality, childcare, leisure, and retail
- 55% of jobs lost in April 2020 were held by women
- Women of color represented only 20% of the American population, yet they comprised 40% of approximately 1.5 million US childcare workers

## THE SHECESSION

- 60% of women workers were also caregivers
- 20% of workers had no paid leave
- 865,000 women left workforce in Sept. 2020 compared to 216,000 men




## THE SHECESSION

According to Liz Elting, a contributor to ForbesWomen:

- Pandemics reinforce traditional gender roles.
- It's statistically demonstrable that women who have children are less likely to get hired because hiring managers, even unconsciously, are more reluctant to invest in developing a new female employee. Similarly, employed women are more likely to be expected to step away from work in a crisis.
- Employment numbers for women rise in months of increased retail and restaurant business, reflecting that most of their gains are in lower-paying jobs rather than more lucrative, long-term positions that require a larger investment from the employer.
- The she-cession isn't just lingering; it's getting worse. There is an ever-widening chasm, one that will swallow whole generations of women's progress if we don't start bridging it *immediately*.

<https://www.forbes.com/sites/lizelting/2022/02/12/the-she-cession-by-the-numbers/?sh=72a62f231053>



**“Other countries have social safety  
nets. The US has women.”**

**Sociologist Jessica Calarco**



*the*  
**WOMEN'S FUND**  
OF CENTRAL OHIO



**Sondra Palivoda,  
Manager of Research,  
Team NEO**

# Team NEO Research & *Lost Opportunities Report*

Teamneo

JobsOhio  
Network Partner  
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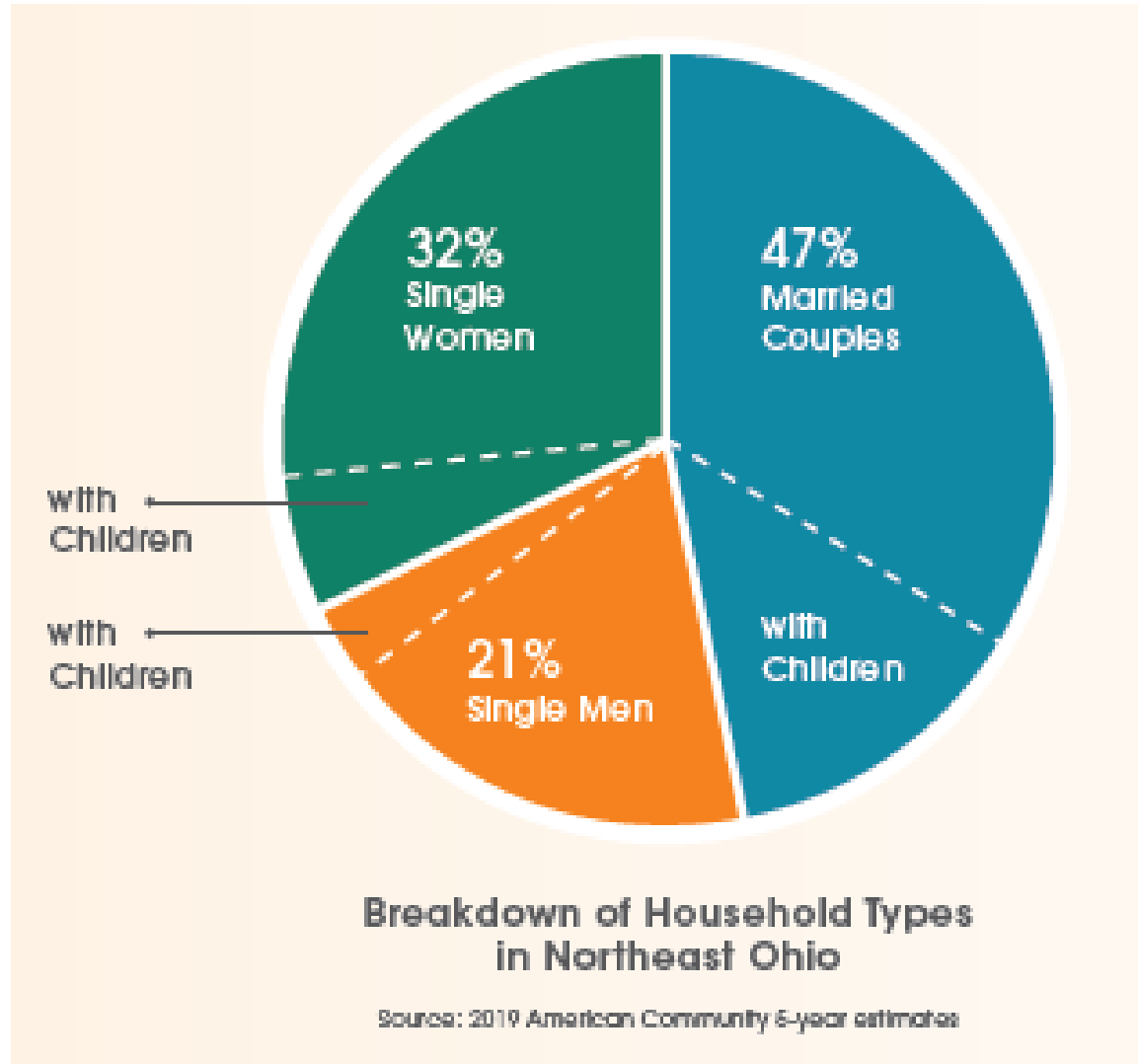


# **COVID's Impact on Northeast Ohio Women + Workforce**

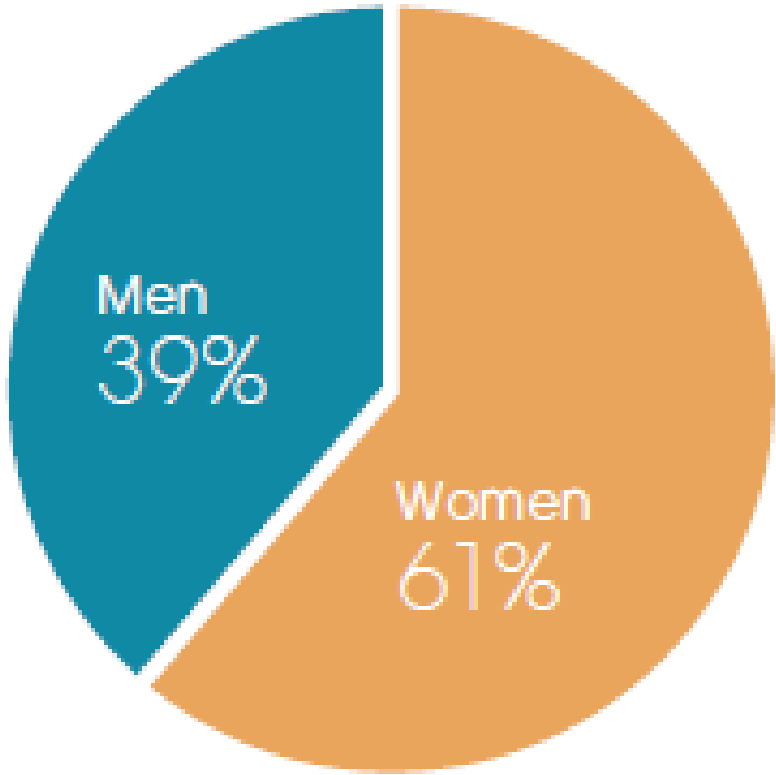
# Data shows us a concentration of women working in industries hardest hit by the pandemic

## Female Representation in Northeast Ohio Occupations



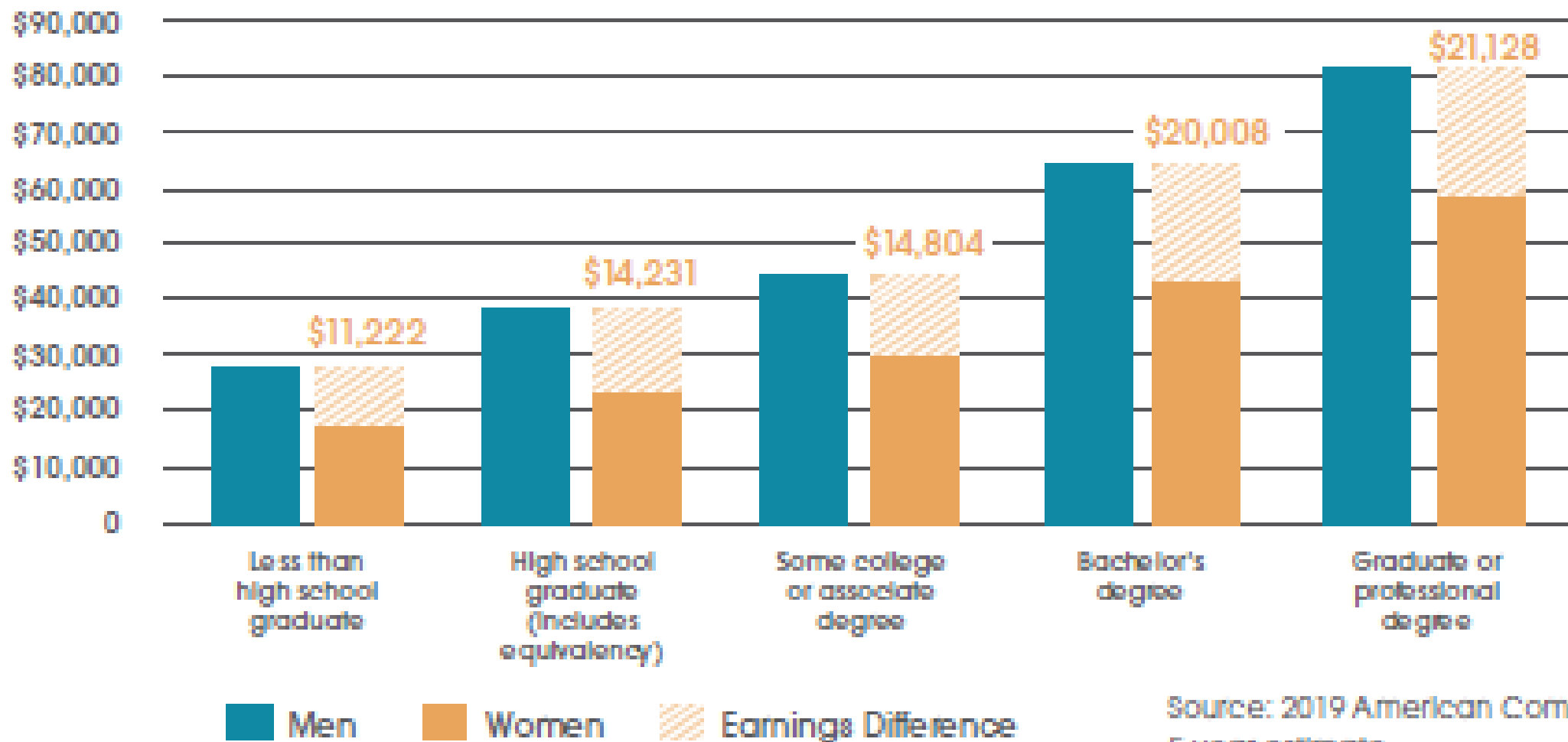


**Northeast Ohio Working Population Below the Poverty Level**



Source: 2019 American Community 5-year estimate

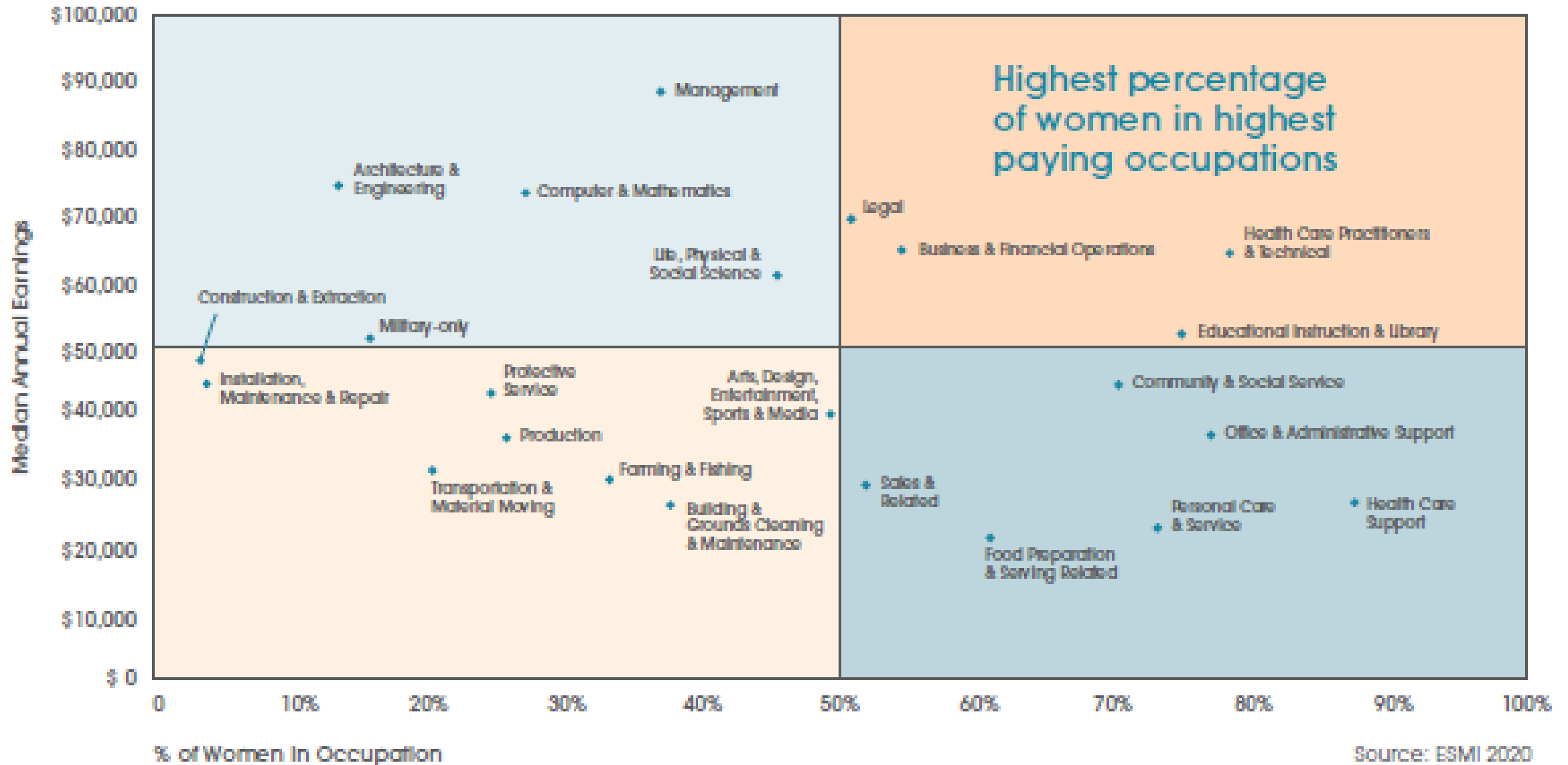
## Median Earnings by Educational Attainment by Gender in Northeast Ohio



Source: 2019 American Community 5-year estimate



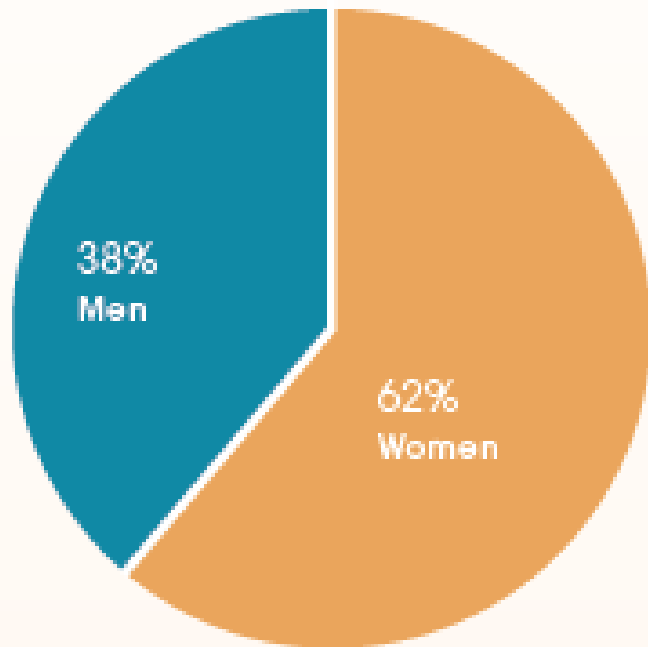
# Northeast Ohio's Median Annual Earnings by Occupation Among Women



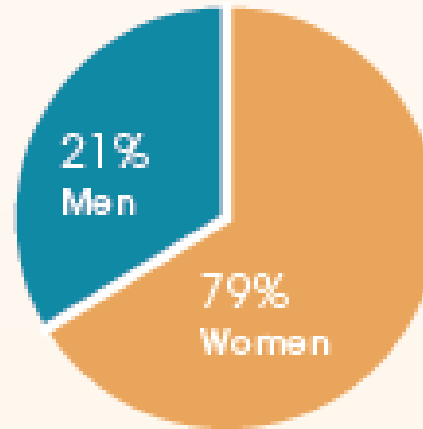
Source: ESMI 2020

## Northeast Ohio Completions in In-Demand Program Areas

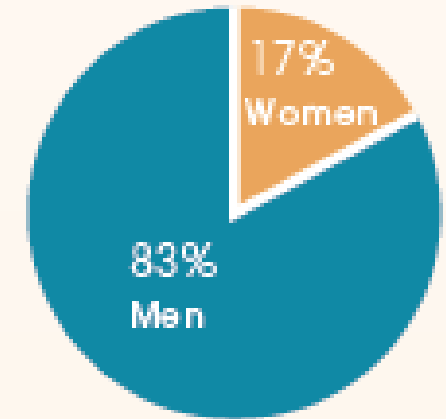
Health Care, Manufacturing,  
IT Completions by Gender 2019



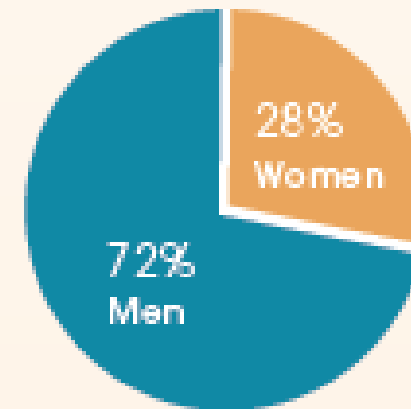
Health Care Completions  
by Gender 2019



Manufacturing Completions  
by Gender 2019

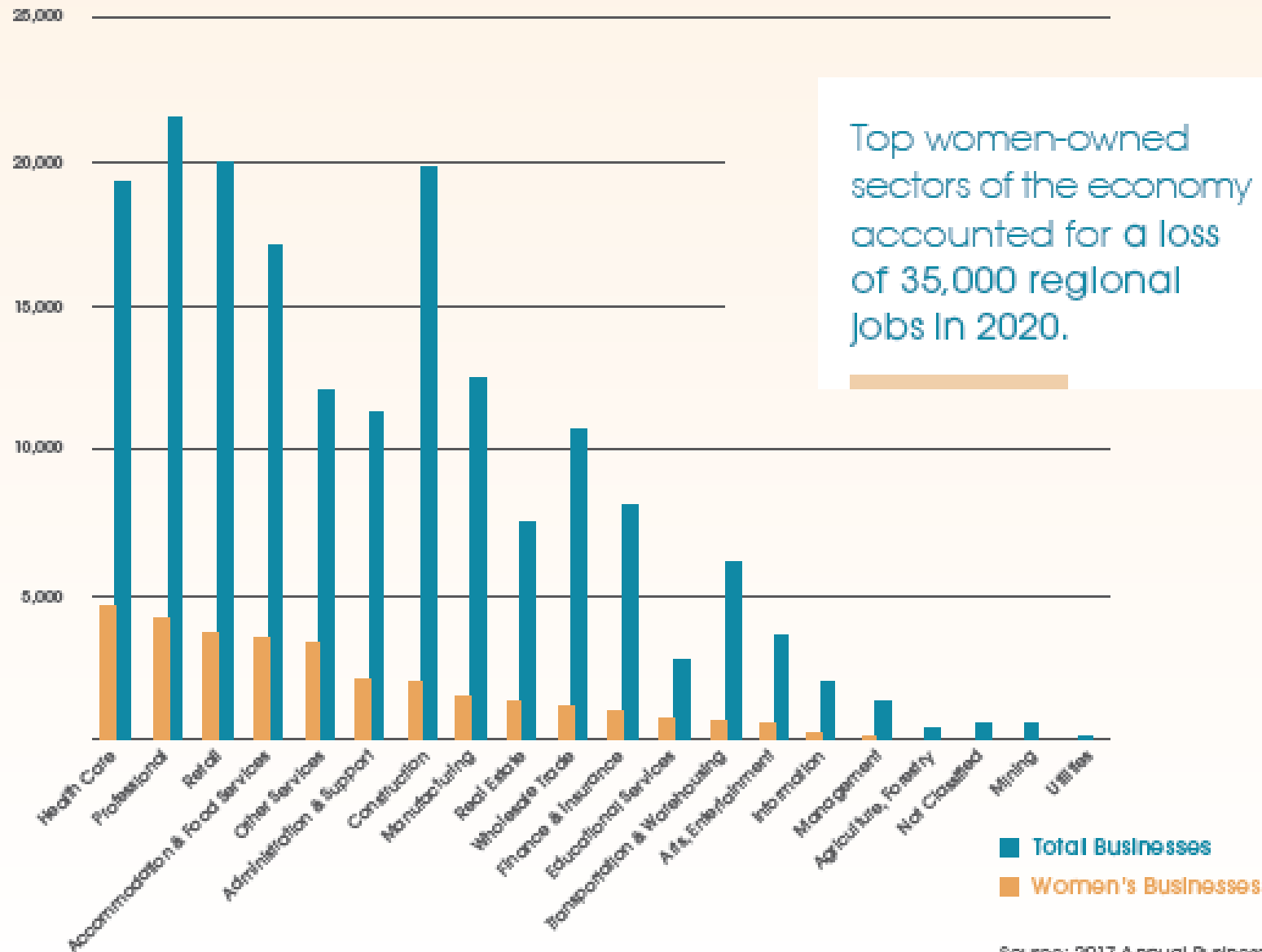


IT Completions  
by Gender 2019



Source: IPEDS 2019

## Northeast Ohio Women-Owned Businesses by Industry



Source: 2017 Annual Business Survey, United States Census Bureau

Supporting our Workforce

**Empathy in  
Leadership**

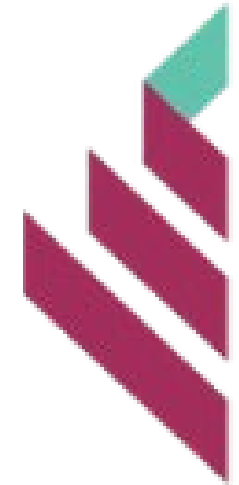
**Wraparound  
Services**

**Talent  
Retention &  
Advancement**

# Generational Opportunity & Adapting to Change



**Lisa Patt-McDaniel,  
President and CEO,  
Workforce  
Development Board of  
Central Ohio**



# THE GENDER WAGE GAP

Lisa Patt-McDaniel, CEO

Workforce Development Board of Central Ohio

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We cannot succeed  
when half of us are  
held back.

Malala Yousafzei

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If employed women in Ohio were paid the same as comparable men, their poverty rate would be reduced by nearly half and poverty among employed single mothers would drop by two-fifths.

Institute for Women's Policy Research (2016 numbers)

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<b>Racial/ Ethnic Background</b>	<b>Women \$</b>	<b>Men \$</b>	<b>Women % of Men from same background</b>	<b>Women % of White Men</b>
All races and ethnicities	\$47,299	\$57,456	82.3%	
White	\$51,324	\$65,208	78.7%	78.7%
Asian	\$56,807	\$75,671	75.1%	87.1%
Black	\$41,098	\$45,644	90.0%	63.0%
Hispanic/Latinx	\$36,110	\$41,519	87.0%	55.4%

# 2059

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According to the Institute for Women's Policy Research:

If the pace of change in the annual earnings ratio continues at the same rate as it has since 1960, **it will take another 39 years, until 2059, for men and women to reach parity.** This projection for equal pay has remained unchanged for the past four years. (2019)


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# Contributing Factors to the Gender Wage Gap

Yet despite this record growth, millions of workers were laid off amid the coronavirus recession and are only now beginning to return to workplaces, and millions more continue to experience serious workplace disruptions, from public health restrictions to reduced hours to child and elder care crises and more. [Women workers](#) and [workers of color](#) unfortunately bear the brunt of these disruptions, with those who sit at the intersection of these groups—women workers of color—experiencing even worse outcomes. (Equitable Growth – March 8, 2022)



Gender segregation in industries and occupations



Access to affordable education and training AND overreliance on college degrees



The burden of care falls primarily to women



Discrimination, structural racism, and sexism affect women, especially BIPOC women

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# The Economic Effects of Being Paid Less...

- Increased labor participation by women since 1979 has accounted for an additional 11% in the GDP
  - Women are the main source of income or the co-source of income in 2/3 of families in the US
  - Working Women have made the difference in family economic security for the last five decades
  - The US needs women in the workforce, but the care giving structure has not kept up to support women working
- Less labor participation by women means a lower GDP
  - Families suffer from not being able to buy basic necessities (housing, food, clothing, medical services), let alone discretionary goods
  - Decreased economic security affects children's ability to thrive and learn

# Policy Solutions to Address the Gender Wage Gap



Increase support for Women in STEM and Earn and Learn models (Apprenticeships)




Increase support for Affordable Post Secondary Education and Training



Increase quality child and elder care options



Increase support to companies to offer job sharing and flexible work for women & men



Address structural discrimination by shining light on organizations/companies where true equitable inclusion is working

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## *Questions & Answers*

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*Moderated by our caucus co-chair,  
Sen. Stephanie Kunze*

*For legislators and legislative staff,  
please feel free to unmute  
yourselves to ask questions or  
share feedback.*

*For all other participants, please  
use the chat or Q&A feature, and  
we will do our best to answer in  
the time allotted.*



*Thank you for joining  
today's webinar!*

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For more information on upcoming  
Ohio Legislative Children's Caucus  
webinars and meetings, please  
contact:

Alison Paxson,  
[apaxson@childrensdefense.org](mailto:apaxson@childrensdefense.org)

