Building a Better Future for Women and their Children
March 28, 2022
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
NATIONALLY, MEDIAN ANNUAL EARNINGS FOR A FULL-TIME, YEAR-ROUND WOMEN WORKERS COMPARED TO WHITE MEN:

- **White Women**: $0.80
- **Latina Women**: $0.55
- **Black Women**: $0.64
- **Asian Pacific Islander Women**: $0.89
- **All other races or multiracial**: $0.73
IN OHIO, MEDIAN ANNUAL EARNINGS FOR A FULL-TIME, YEAR-ROUND WOMEN WORKERS WHEN COMPARED TO WHITE MEN:

- All other races or multiracial: $0.62
- Asian Pacific Islander Women: $0.96
- Black Women: $0.64
- Latina Women: $0.64
- White Women: $0.78
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
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 WOMEN’S FUND OF CENTRAL OHIO

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

https://www.nbcnews.com/know-your-value/feature/full-blown-she-cession-how-covid-19-economically-hurting-women-ncna1207451
https://19thnews.org/2020/10/women-job-losses-2020-recession/
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
Sondra Palivoda,
Manager of Research,
Team NEO
Team NEO Research
& Lost Opportunities Report
COVID’s Impact on Northeast Ohio Women + Workforce
Data shows us a concentration of women working in industries hardest hit by the pandemic.
Breakdown of Household Types in Northeast Ohio

- 32% Single Women
- 21% Single Men
- 47% Married Couples

Source: 2019 American Community 5-year estimates

Northeast Ohio Working Population Below the Poverty Level

- Men 39%
- Women 61%

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 Completions in In-Demand Program Areas

Health Care, Manufacturing, IT Completions by Gender 2019

- 38% Men
- 62% Women

Health Care Completions by Gender 2019

- 21% Men
- 79% Women

Manufacturing Completions by Gender 2019

- 83% Men
- 17% Women

IT Completions by Gender 2019

- 72% Men
- 28% Women

Source: IPEDS 2019
Northeast Ohio Women-Owned Businesses by Industry

Top women-owned sectors of the economy accounted for a loss of 35,000 regional jobs in 2020.

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
We cannot succeed when half of us are held back.

Malala Yousafzei
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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<th>Racial/ Ethnic Background</th>
<th>Women $</th>
<th>Men $</th>
<th>Women % of Men from same background</th>
<th>Women % of White Men</th>
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<td>87.1%</td>
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<tr>
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<tr>
<td>Hispanic/Latinx</td>
<td>$36,110</td>
<td>$41,519</td>
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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)
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
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
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

Policy Solutions to Address the Gender Wage Gap
Questions & Answers

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!

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

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