

WHERE DO WE GO FROM HERE?

Flexibility, Racial Equity, and Stalled Progress



Financial pain points during coronavirus outbreak differ widely by race, ethnicity and income

% saying they have ____ since the coronavirus outbreak started in February

	Used money from savings/retirement to pay bills	Had trouble paying bills	Gotten food from a food bank/organization	Had problems paying rent/mortgage
All adults	33	25	17	16
White	29	18	11	11
Black	40	43	33	28
Hispanic	43	37	30	26
Asian*	33	23	14	15
Upper income	16	5	1	3
Middle income	33	19	12	11
Lower income	44	46	35	32

*Asian adults were interviewed in English only.

Note: White, Black and Asian adults include those who report being only one race and are not Hispanic. Hispanics are of any race. Family income tiers are based on adjusted 2019 earnings.

Source: Survey of U.S. adults conducted Aug. 3-16, 2020.

"Economic Fallout From COVID-19 Continues To Hit Lower-Income Americans the Hardest"

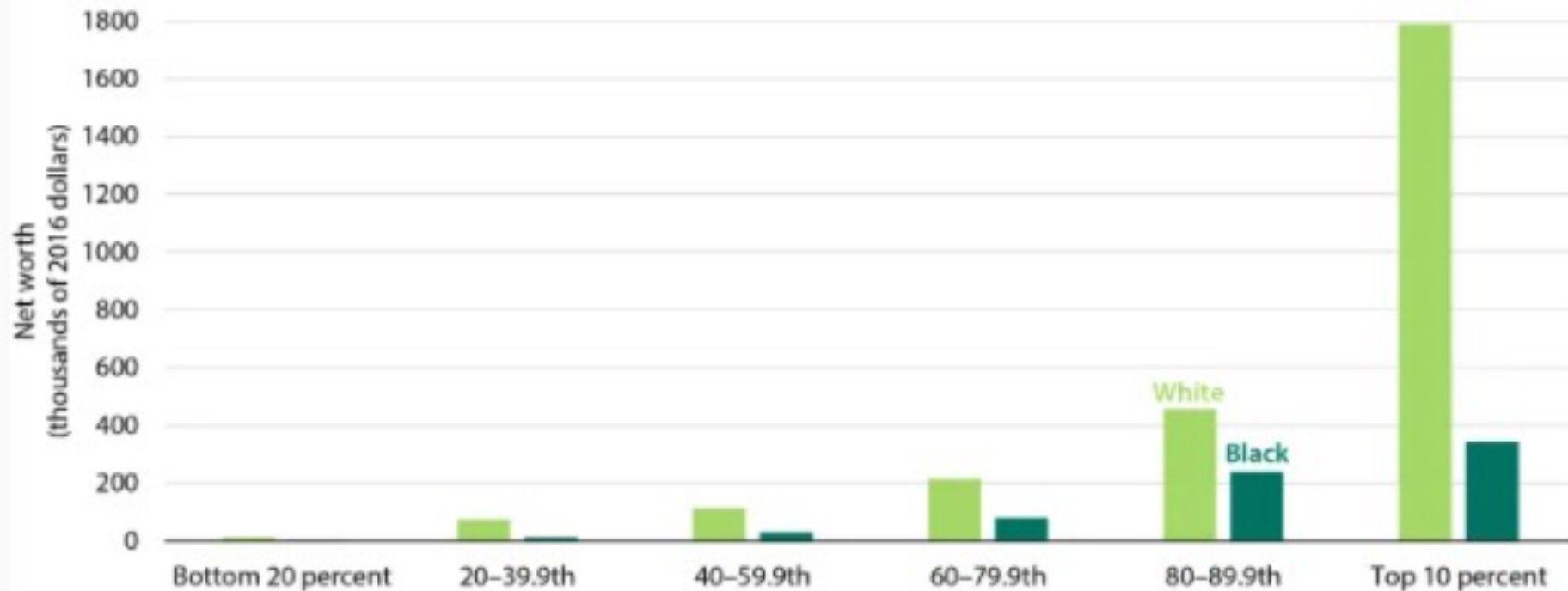
PEW RESEARCH CENTER



WEALTH GAPS ALONG THE INCOME LADDER

FIGURE 3.

Median Net Worth, by Household Income Percentile



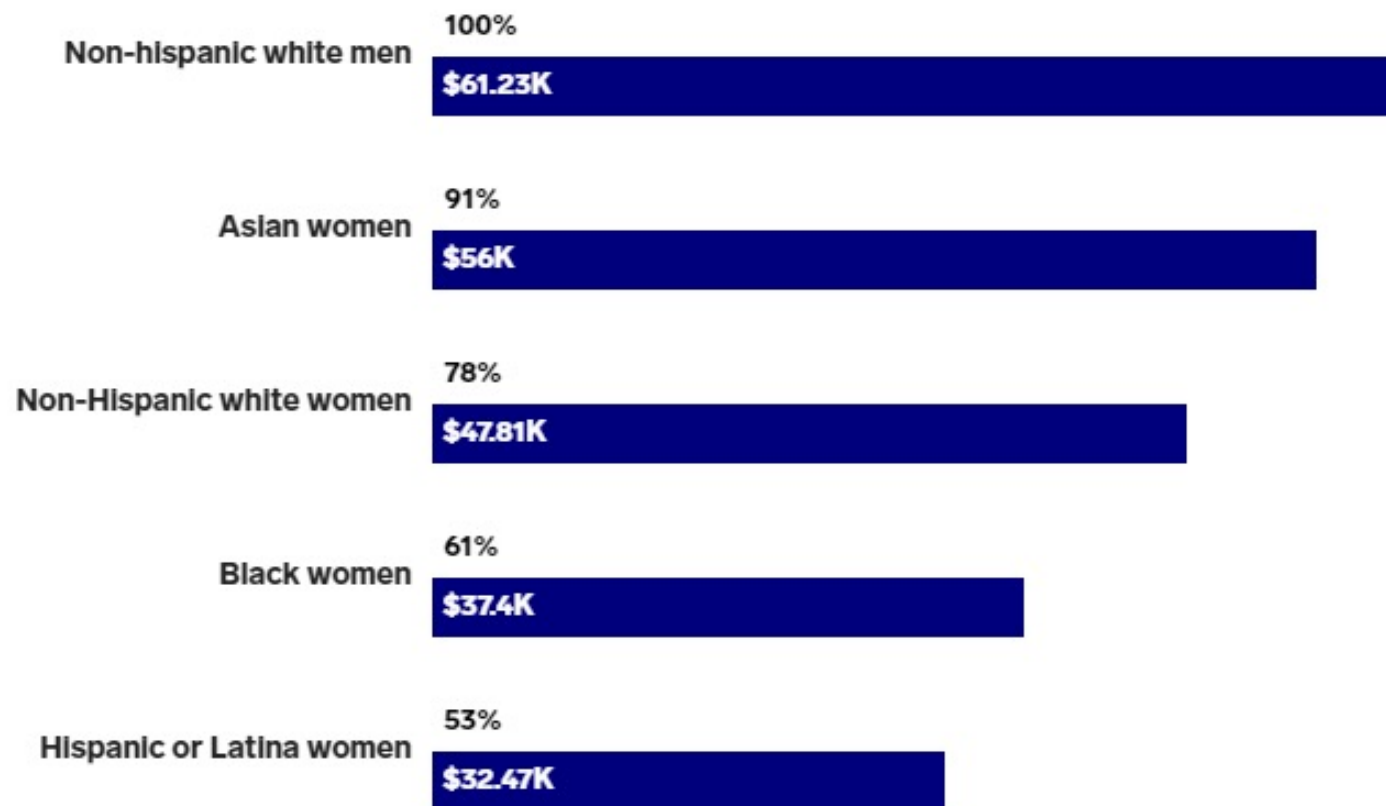
Source: Survey of Consumer Finances 2016; authors' calculations.

Note: Data are from 2016. Net worth refers to the difference between assets and debt for a household head. Race and ethnicity are those of the survey respondent.



Overall, Black and Hispanic women face the biggest pay gap when comparing earnings to non-Hispanic white men.

Women's annual earnings compared to white men's



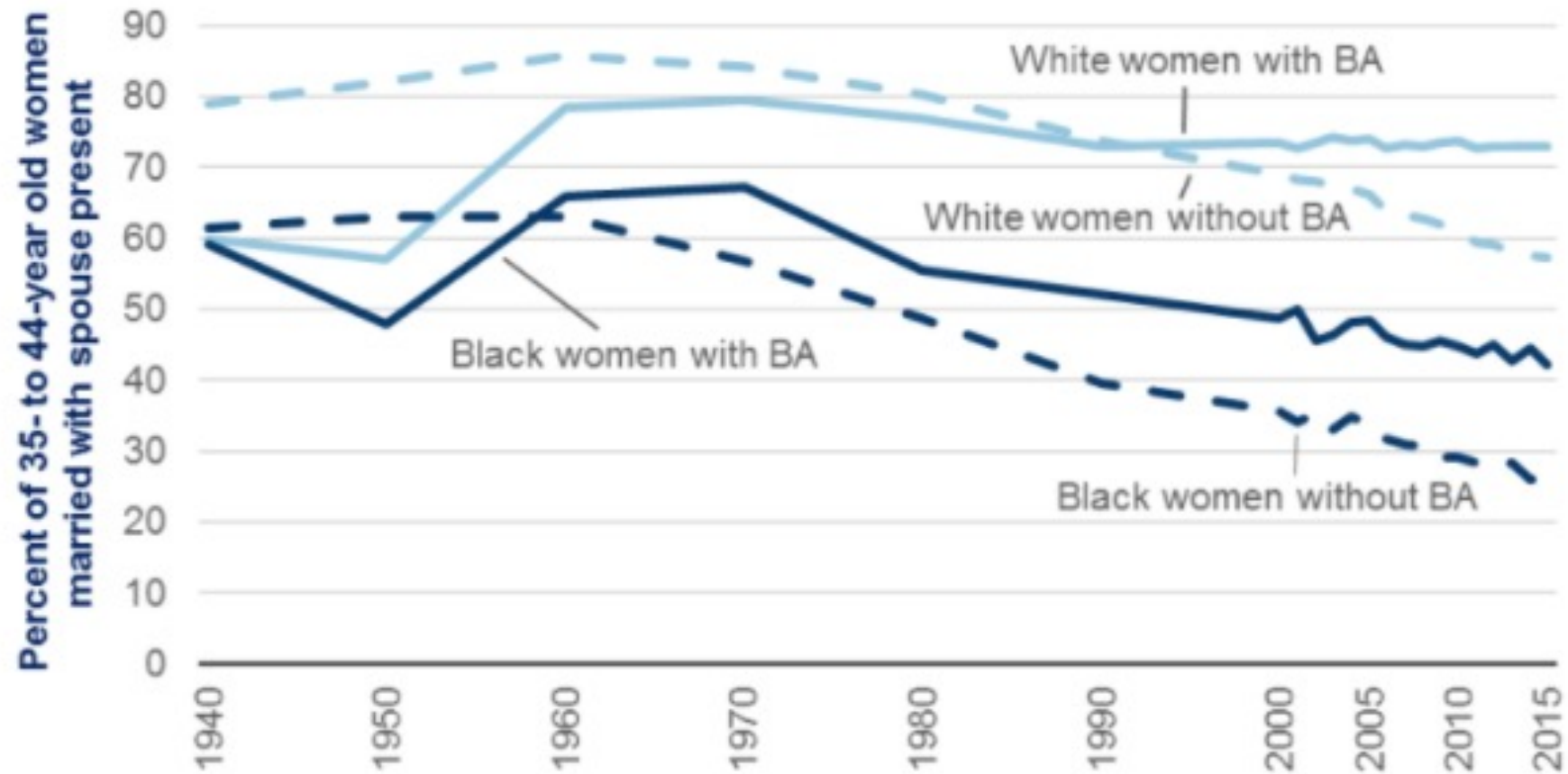
Note: Data shows median earnings for full-time, year-round workers 16 years and over with earnings in 2019

Source: US Census Bureau, "2019 American Community Survey"

INSIDER



U.S. Race Gaps in Marriage by Education



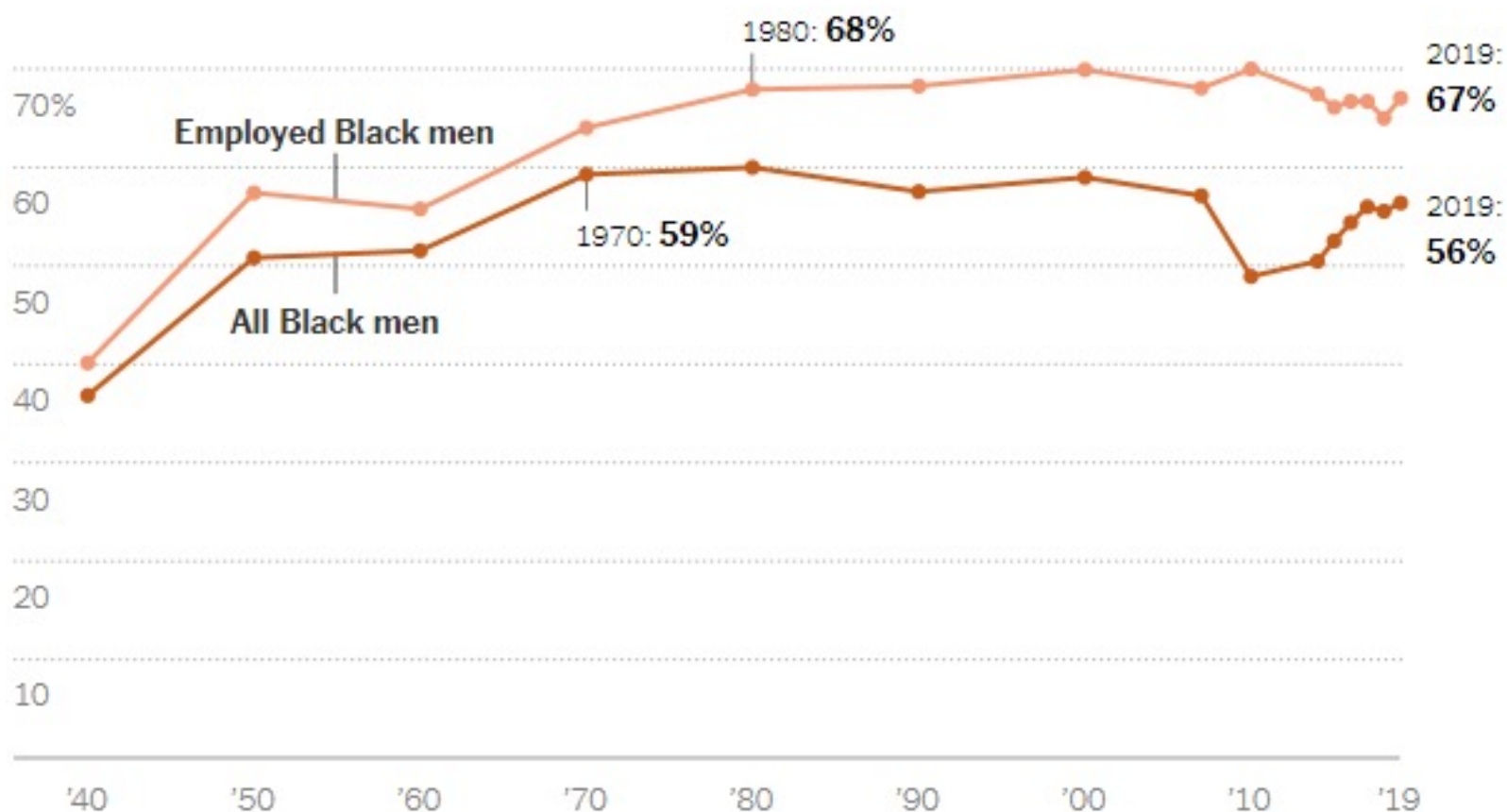
Source: Authors' tabulations of American Community Survey data

BROOKINGS



Lost Progress

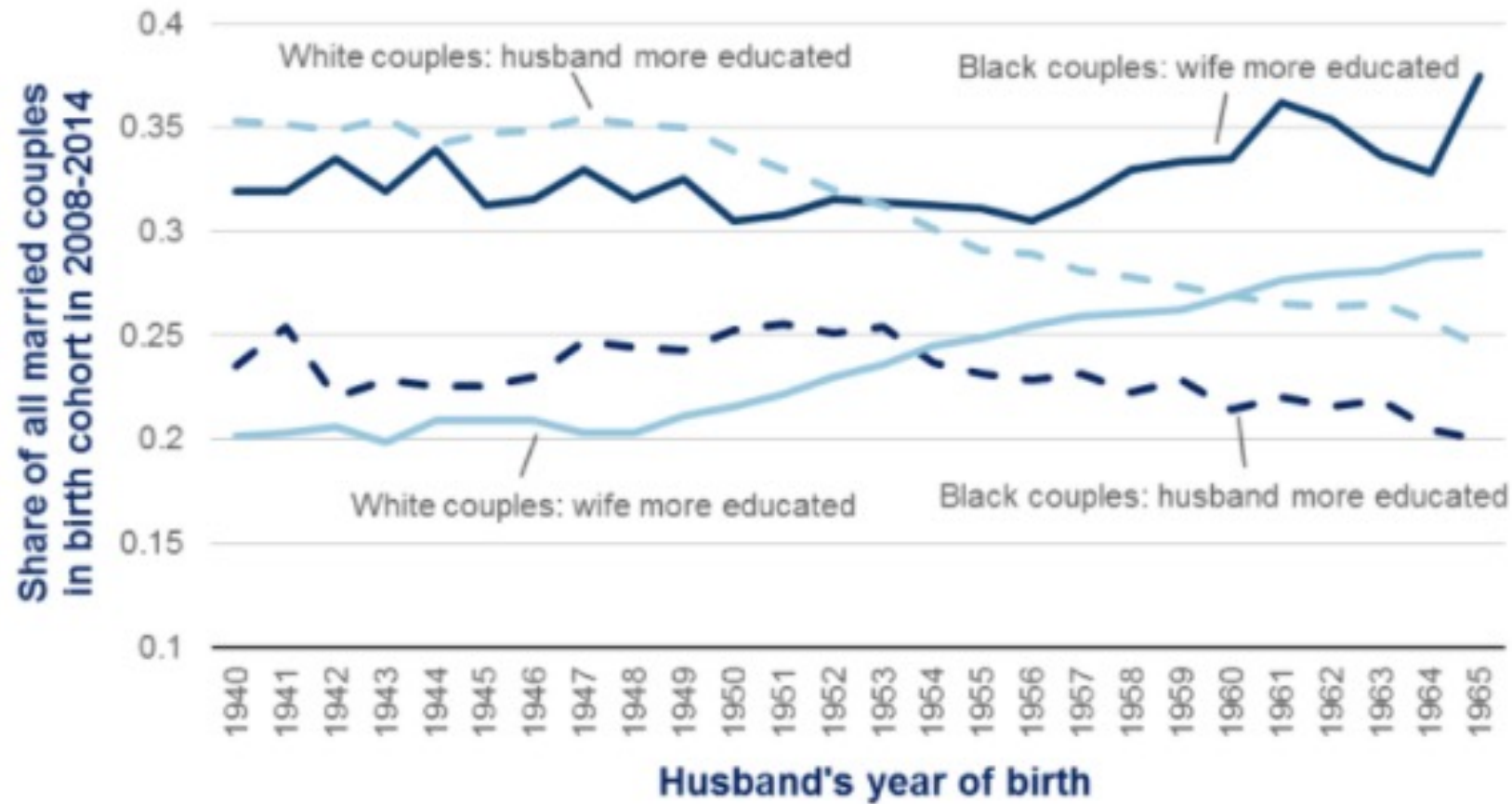
Earnings of Black men, as a percentage of the earnings of white men, are at the same place they were in the 1960s and 1970s.



Data are the median earnings of Black men as a percentage of the earnings of white men. The category for all Black and white men includes those who are not working and have no earnings. Earnings are wages, salaries and self-employment income, but not income from other sources. • Sources: Kerwin Kofi Charles, Yale University; Patrick Bayer, Duke University • By Karl Russell



Who Marries Down?

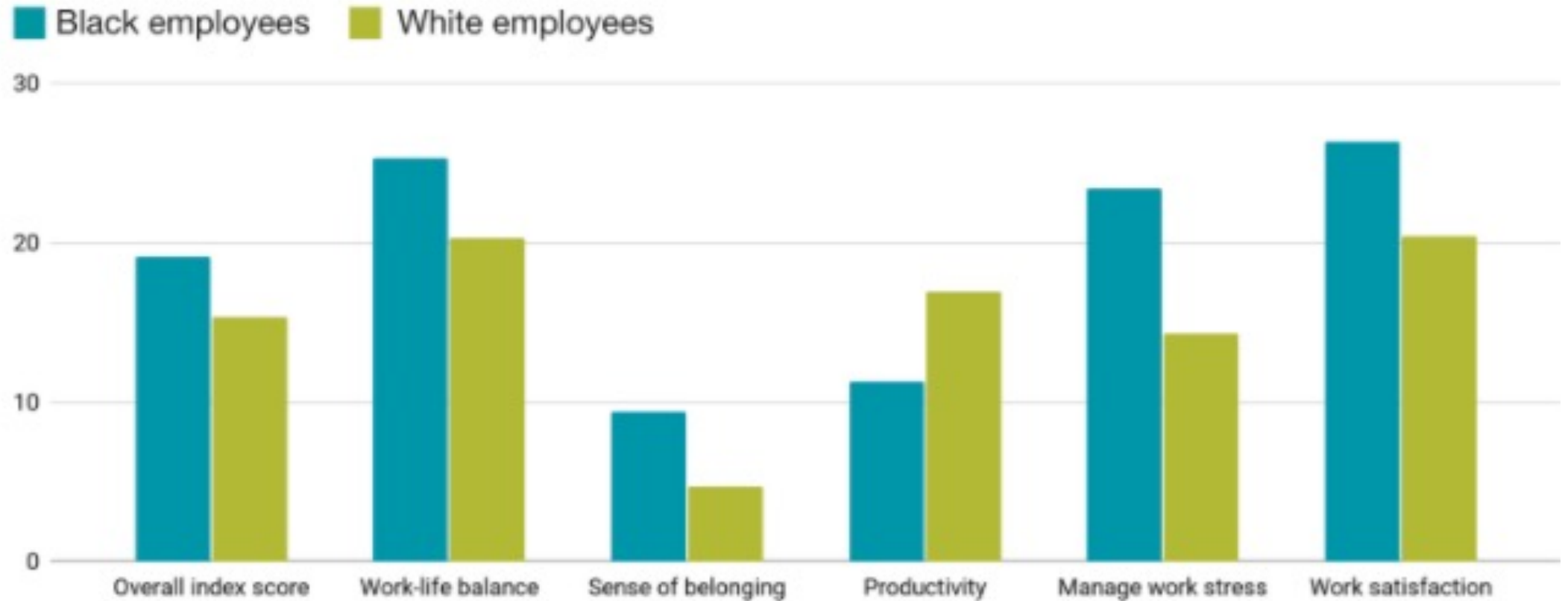


Source: Chiappori, Pierre-André, Bernard Salanié, and Yoram Weiss, 2017. "Partner Choice, Investment in Children, and the Marital College Premium." *American Economic Review*, 107(8), pp. 2109-2167.

BROOKINGS



Relative satisfaction with remote work vs. office work:



97% (79%) of Black (white) knowledge workers prefer hybrid or full remote work.



The racial demographics of neighborhoods they searched and ended up living in

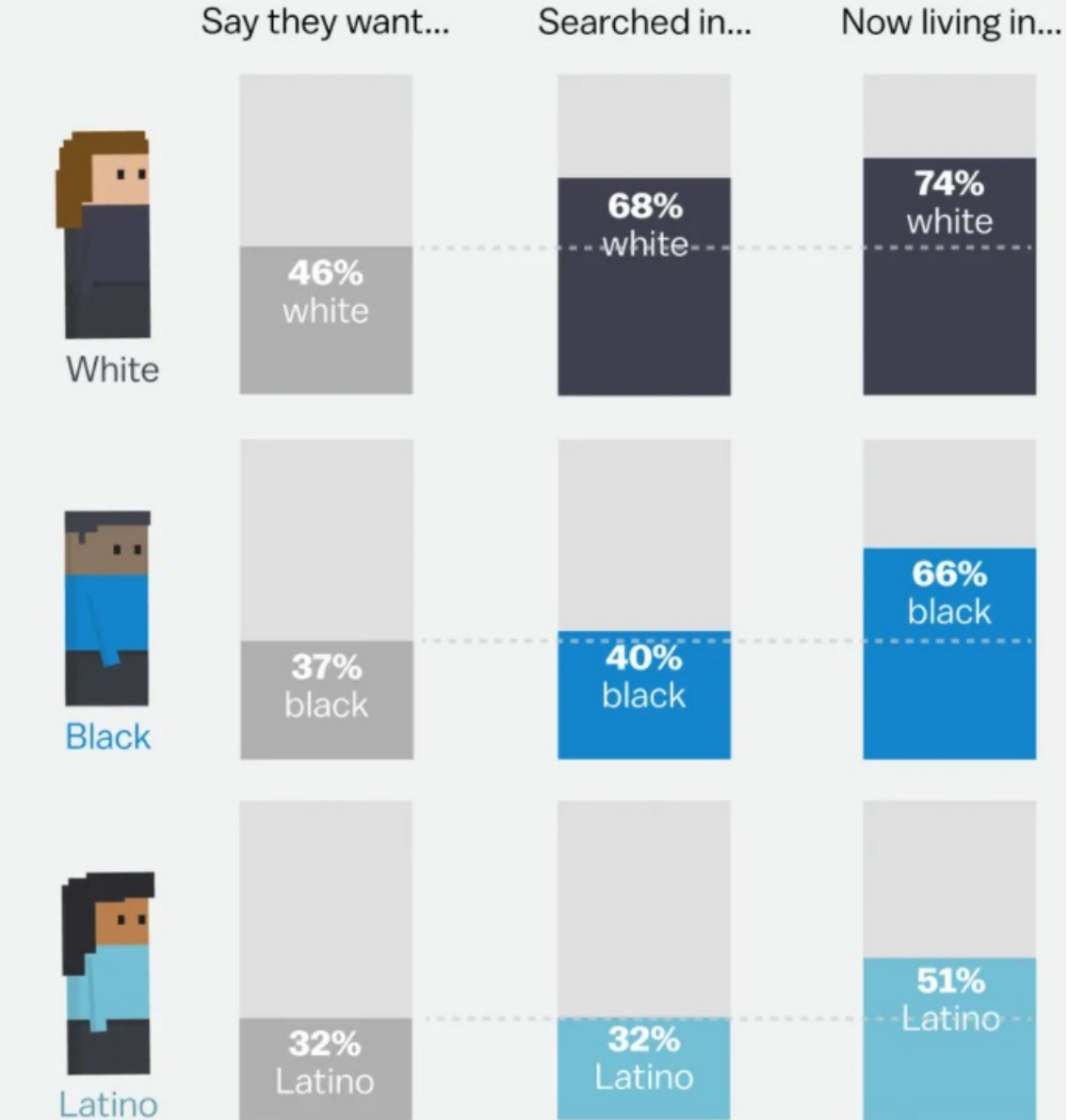
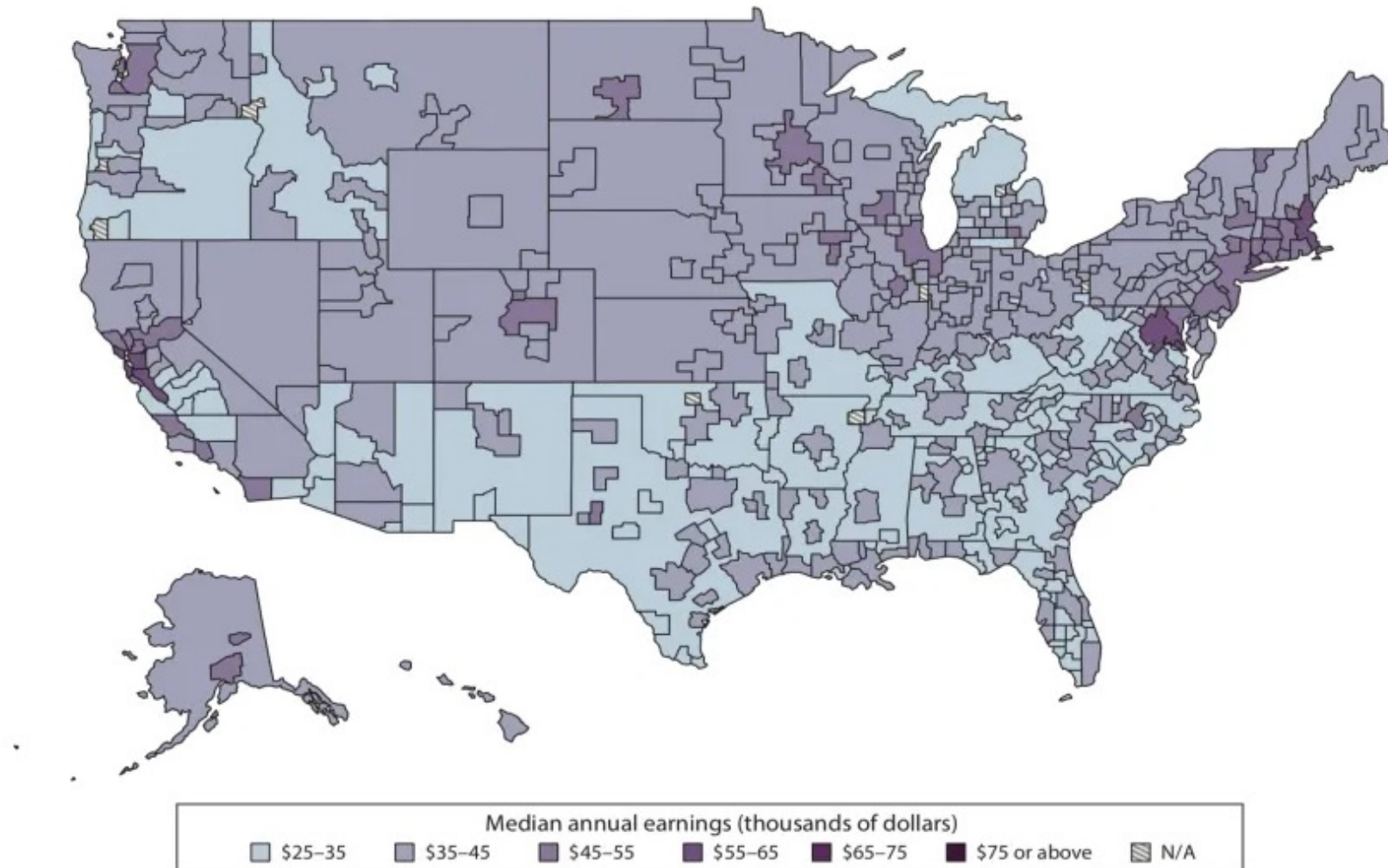


FIGURE 1.

Median Annual Earnings for All Occupations, by Location



Source: American Community Survey 2012–16; authors' calculations.

Note: Data include state nonmetro portions and metro areas. Metro areas with fewer than 30 full-time workers or with no PUMA with more than 50 percent of its population located in that metro area are shown in gray stripes. Values are in 2016 dollars. Data include individuals ages 25–64.





DEI-CONSCIOUS VIRTUAL WORK AT THUMB TACK

“It’s game-changing. With our HQs previously in San Francisco and Salt Lake City, our pre-pandemic teams could only be as diverse as the populations in those cities. This new shift to virtual-first gives us the opportunity to not only look outside of those cities for great people, but to set goals and have a clear strategy around diversity in recruiting.” (Dionna Smith, Global Head of Diversity and Inclusion)



Working from Home While Black

by Laura Morgan Roberts and Courtney L. McCluney

June 17, 2020



Ada Yakota/Getty Images

“Finally, we recommend that managers and coworkers relax their expectations for workers’ participation. Recognize that people aren’t working from home in a typical state of operations...Black communities have also been disproportionately impacted by Covid-19, and many Black workers are caregiving while also grieving the loss of several family members and friends in recent weeks. This is further coupled with ongoing racism affecting Black people, such as police brutality. Employees may struggle to manage their emotional display when feeling psychological distress, which could appear as lack of interest or engagement in work.”

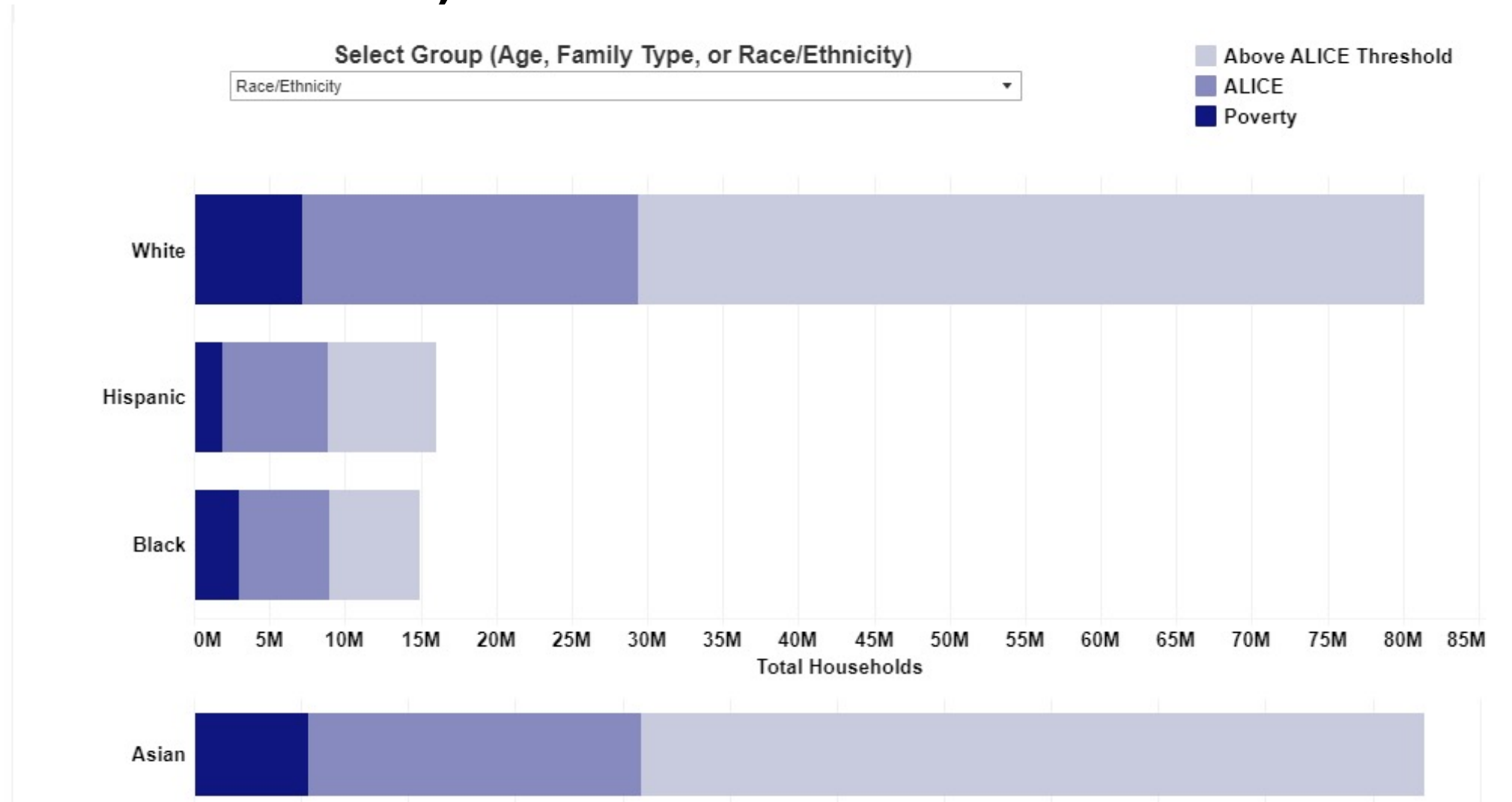


BUILDING BACK BETTER...OR MORE OF THE SAME?

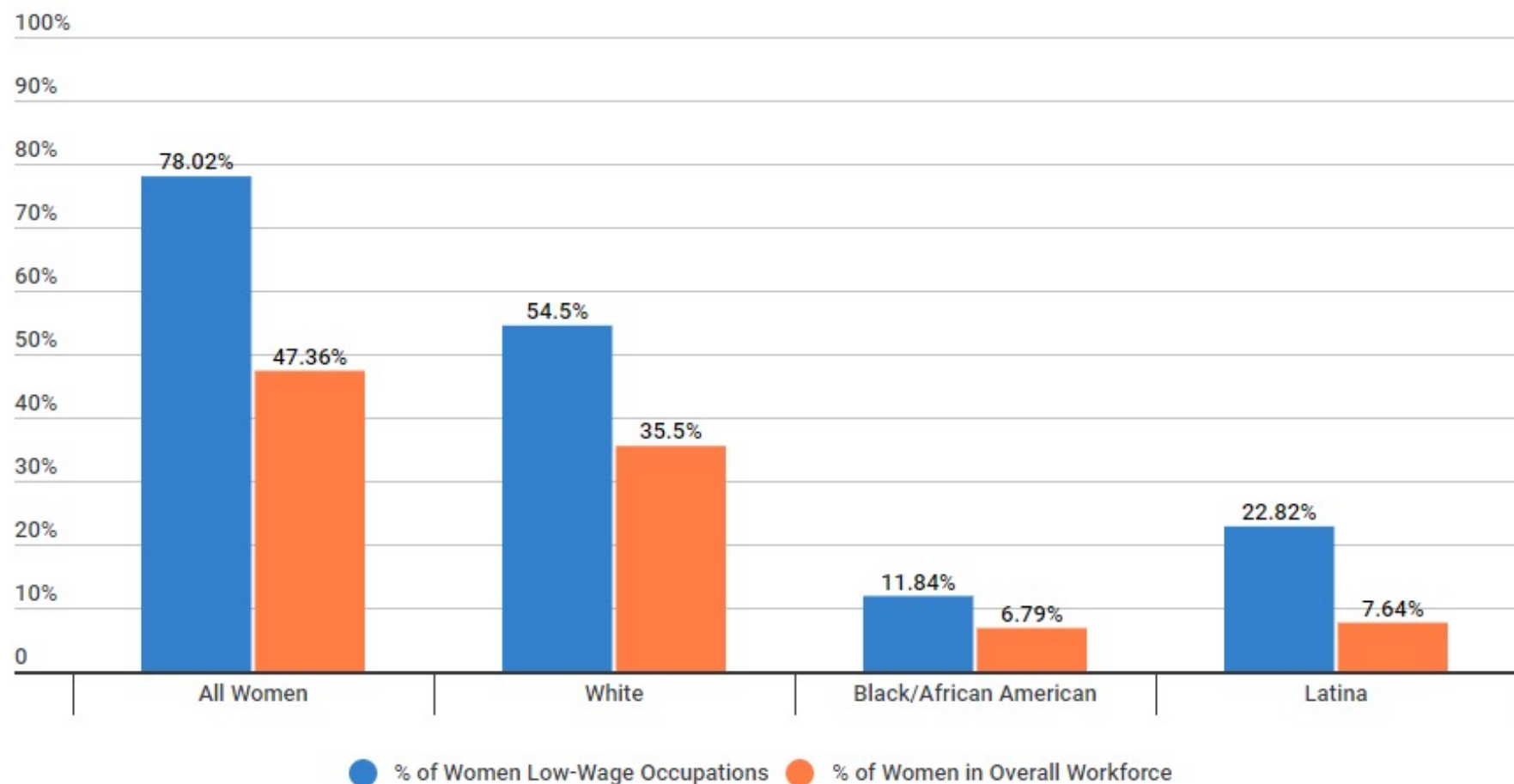
Paid family leave isn't a new fight. Here's a century's worth of attempts to get something passed.



POVERTY & ALICE (ASSET-LIMITED, INCOME-CONSTRAINED)



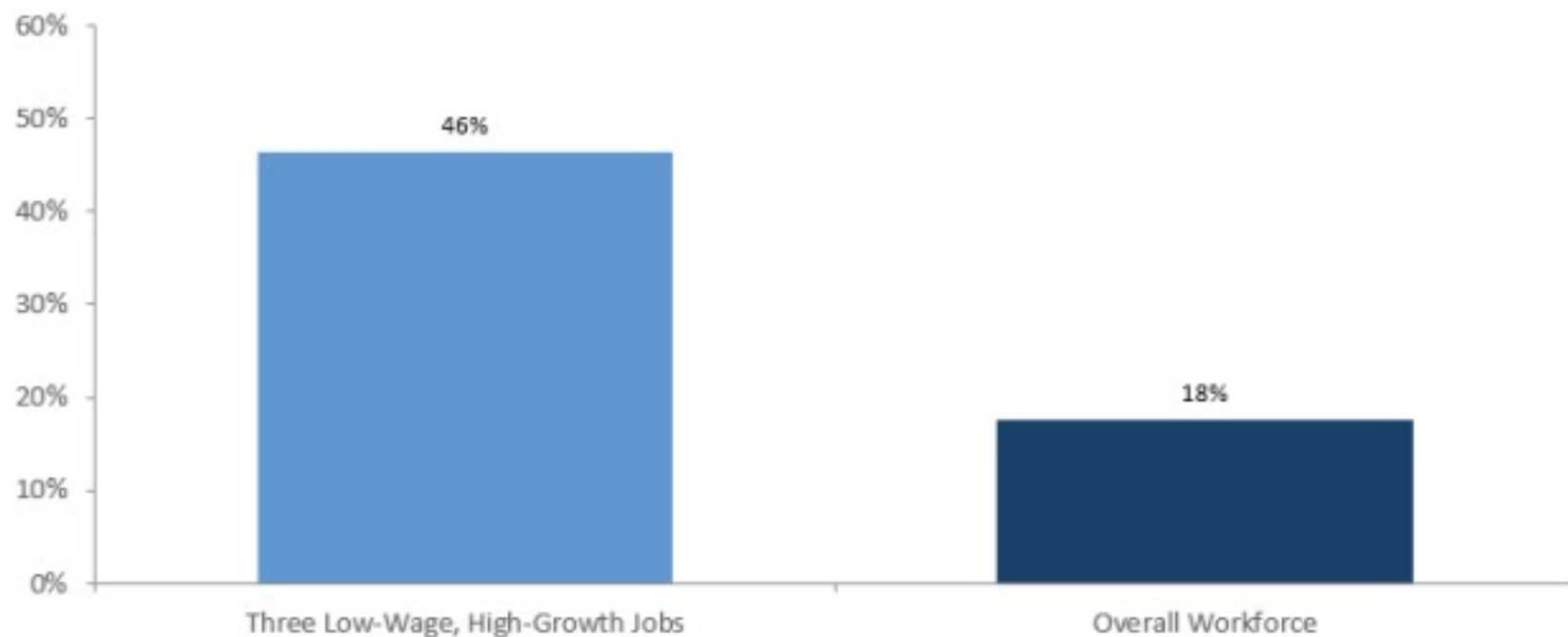
Women, Especially Black and Latina Women, More Likely to Work in Low-Wage Jobs



Source: AAUW calculations based on five select low-wage occupations (defined by a median weekly income of less than \$500) using U.S. Census Bureau, 2018, ACS using IPUMS. Figures are for employed workers.



Shares of Low-Wage, High Growth Jobs and Overall Workforce Made up of Women of Color



Source: NWLC calculations using the 2016 American Community Survey. Figures are for employed workers.

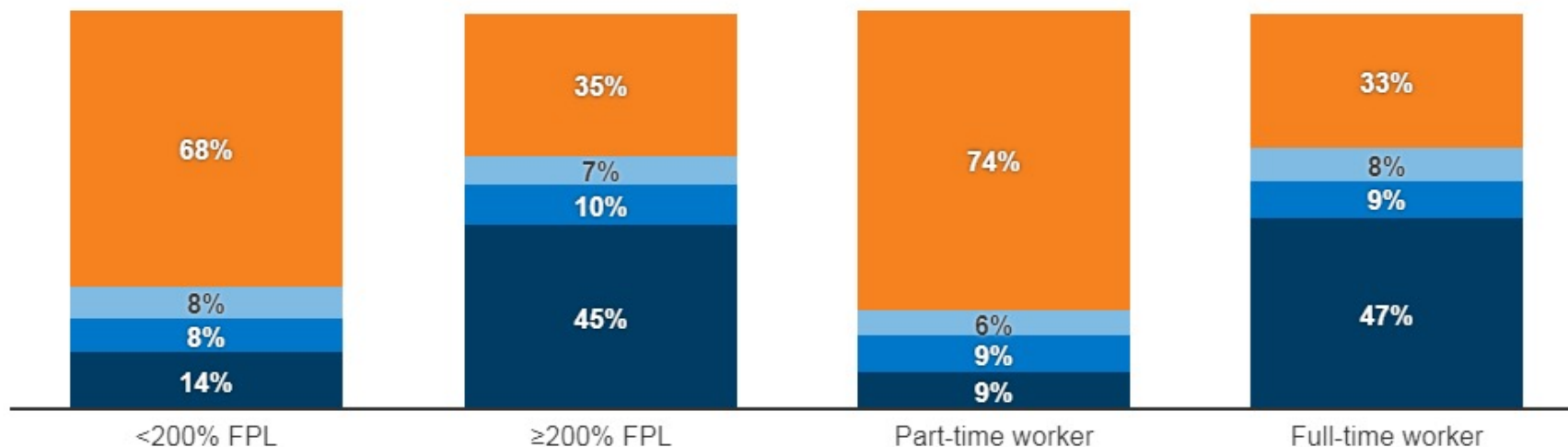


Figure 6

Most working mothers who are low-income or have part-time jobs did not get paid when they took time off due to school closures last year

Share of women reporting that when they took time off due to school or daycare closure, they:

■ Received full pay ■ Took some sick leave fully paid and some sick leave partially-paid
■ Took sick leave partially-paid ■ Took unpaid sick leave



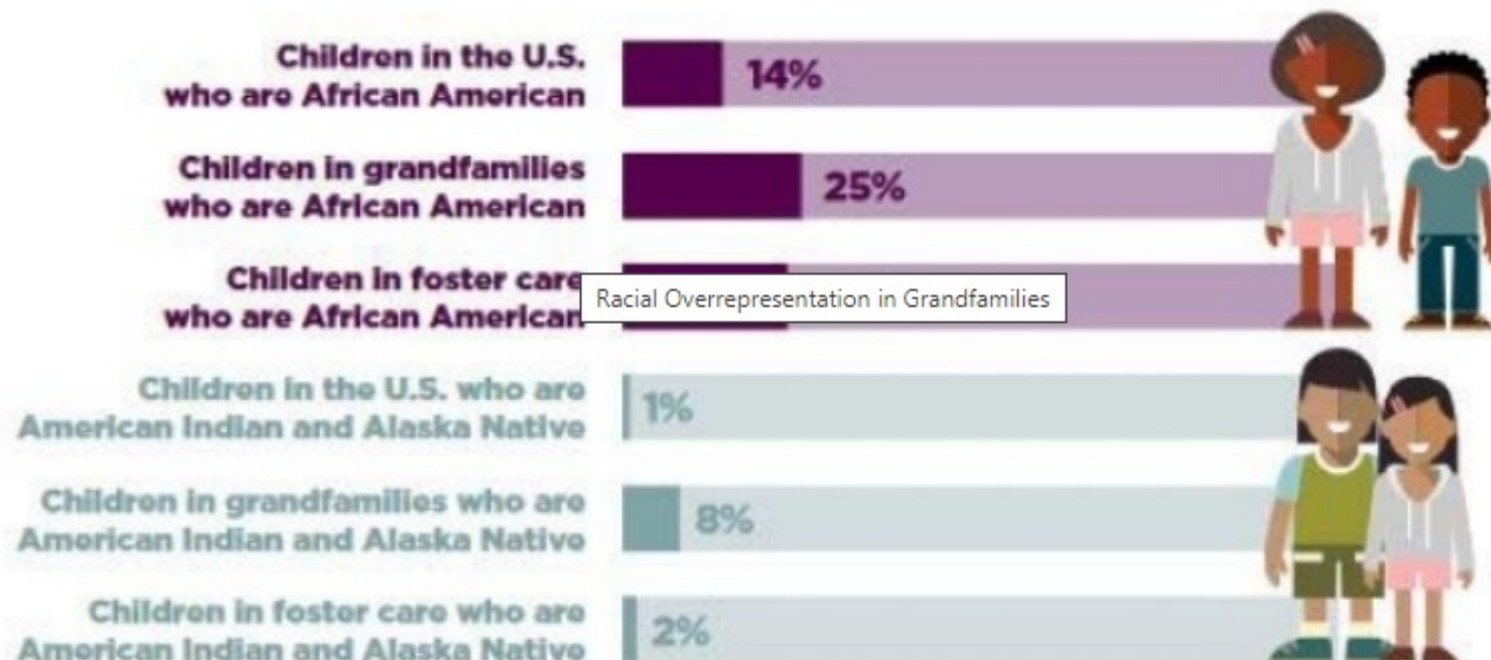
NOTE: Estimates for fully paid and unpaid sick leave are statistically different between >200% FPL and <200% FPL and full-time worker and part-time worker, ($p < 0.05$). The federal poverty level (FPL) in 2020 was \$26,200 for a family of four. See topline for full question wording.

SOURCE: KFF Women's Health Survey 2020 • [PNG](#)

KFF




Racial Overrepresentation in Grandfamilies



COVID-19 Disparate Impact on Communities of Color



2.5X  **1.5X**

Black people are dying from COVID-19 at 2.5 times the rate of white people, and Native and Latinx people are dying at about 1.5 times the rate



Caregivers in grandfamilies are disproportionately Black or Native American. These are the same populations that are more likely to be impacted by COVID-19 and die as a result.



Flexible Workplace Solutions for Low-Wage Hourly Workers: **A Framework for a National Conversation**

May 2011

WORKPLACE
FLEXIBILITY **2010**
GEORGETOWN LAW



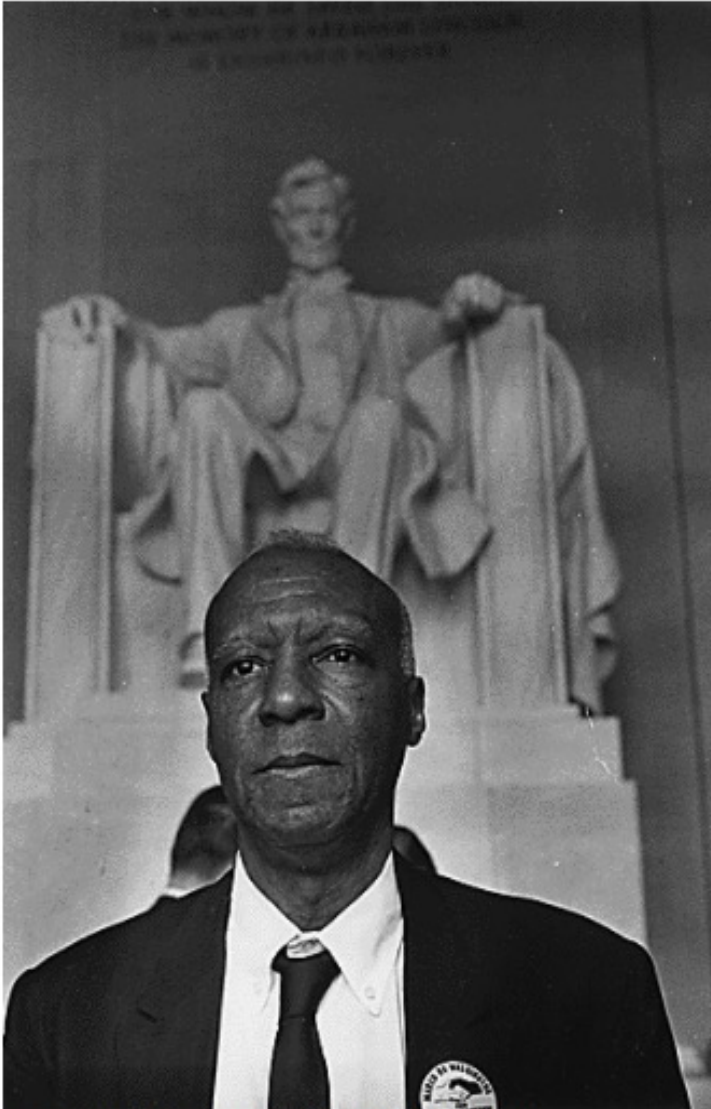
The workplace think tank.
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Key Findings

- 1:** Half of low-wage hourly workers work standard schedules, while the other half work nonstandard schedules.
- 2:** One in two part-time workers in a job requiring standard hours and almost one in four part-time workers in a job requiring nonstandard hours would prefer to be working full-time.
- 3:** There are three key scheduling challenges — **rigidity, unpredictability, and instability** — affecting low-wage hourly workers in jobs requiring both standard and nonstandard and part-time and full-time hours.
- 4:** Flexible workplace solutions — **opportunities for meaningful input into work schedules, more predictable work schedules, and more stable work schedules** — can be implemented to address each of these three challenges.



A. PHILLIP RANDOLPH



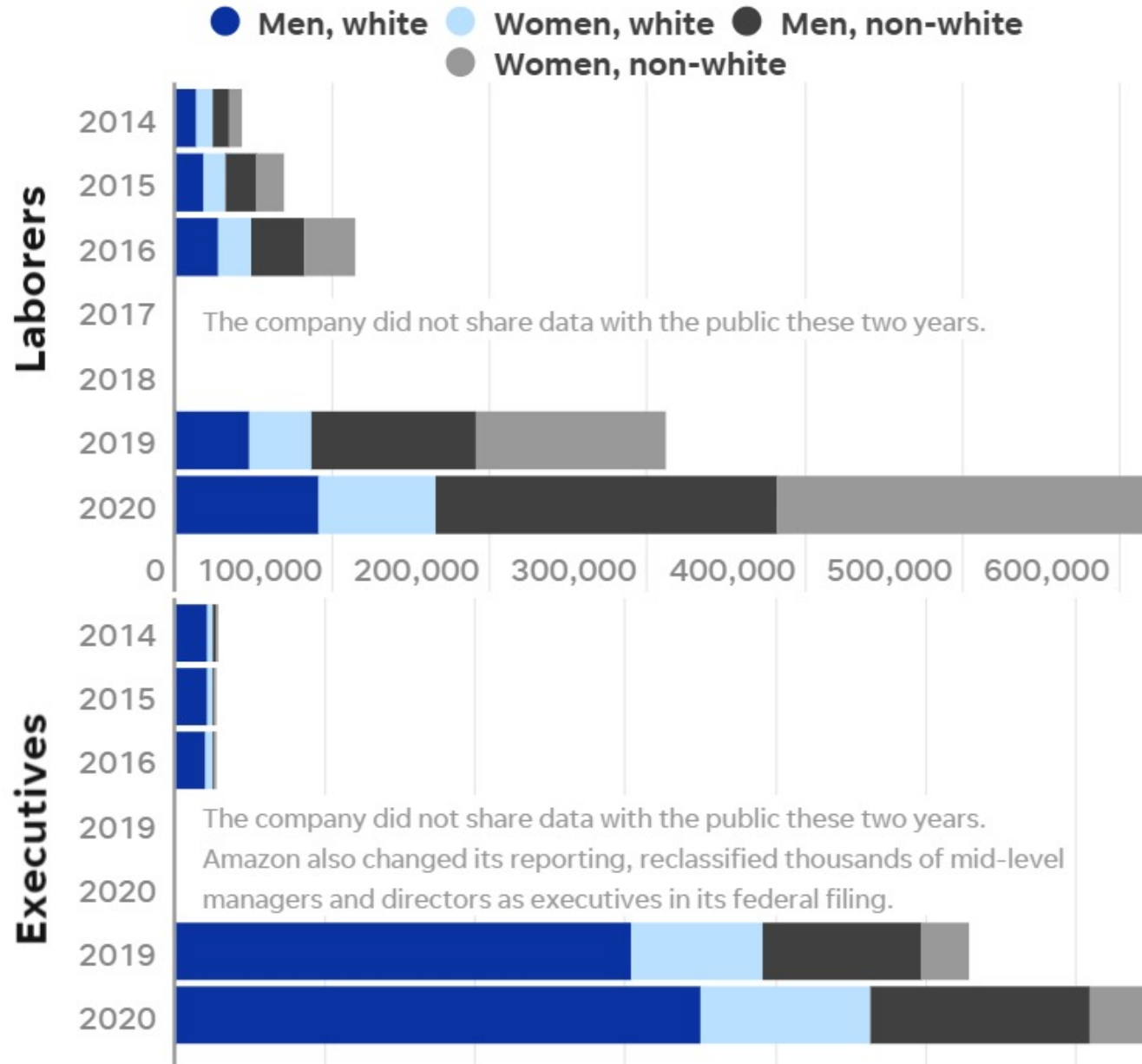
A. Philip Randolph in front of the Lincoln Memorial.

“And we know that we have no future in a society in which 6 million black and white people are unemployed and millions more live in poverty. Nor is the goal of our civil rights revolution merely the passage of civil rights legislation. Yes, we want all public accommodations open to all citizens, but those accommodations will mean little to those who cannot afford to use them. Yes, we want a Fair Employment Practice Act, but what good will it do if profit-gearred automation destroys the jobs of millions of workers black and white?”





Amazon's Workforce



High-wage workers have paid sick days; most low-wage workers do not

Share of private-sector workers with access to paid sick days, by wage group, 2021

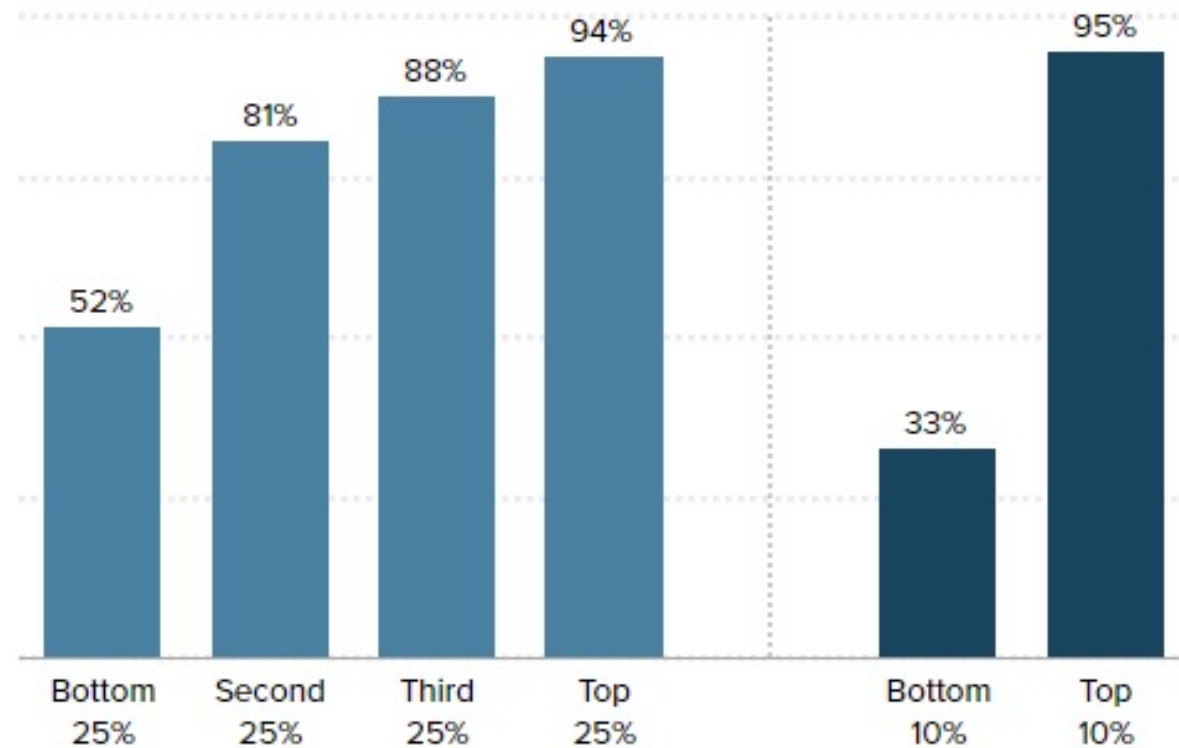


Chart Data

Source: U.S. Bureau of Labor Statistics, [National Compensation Survey](#) 2021



Number of families receiving TANF benefits for every 100 families with children in poverty in 2019

[illegible]

Source: CBPP analysis of poverty data from the Census' Current Population Survey and TANF caseload data collected by CBPP from state agencies.

Why haven't U.S. mothers returned to work? The child-care infrastructure they need is still missing.

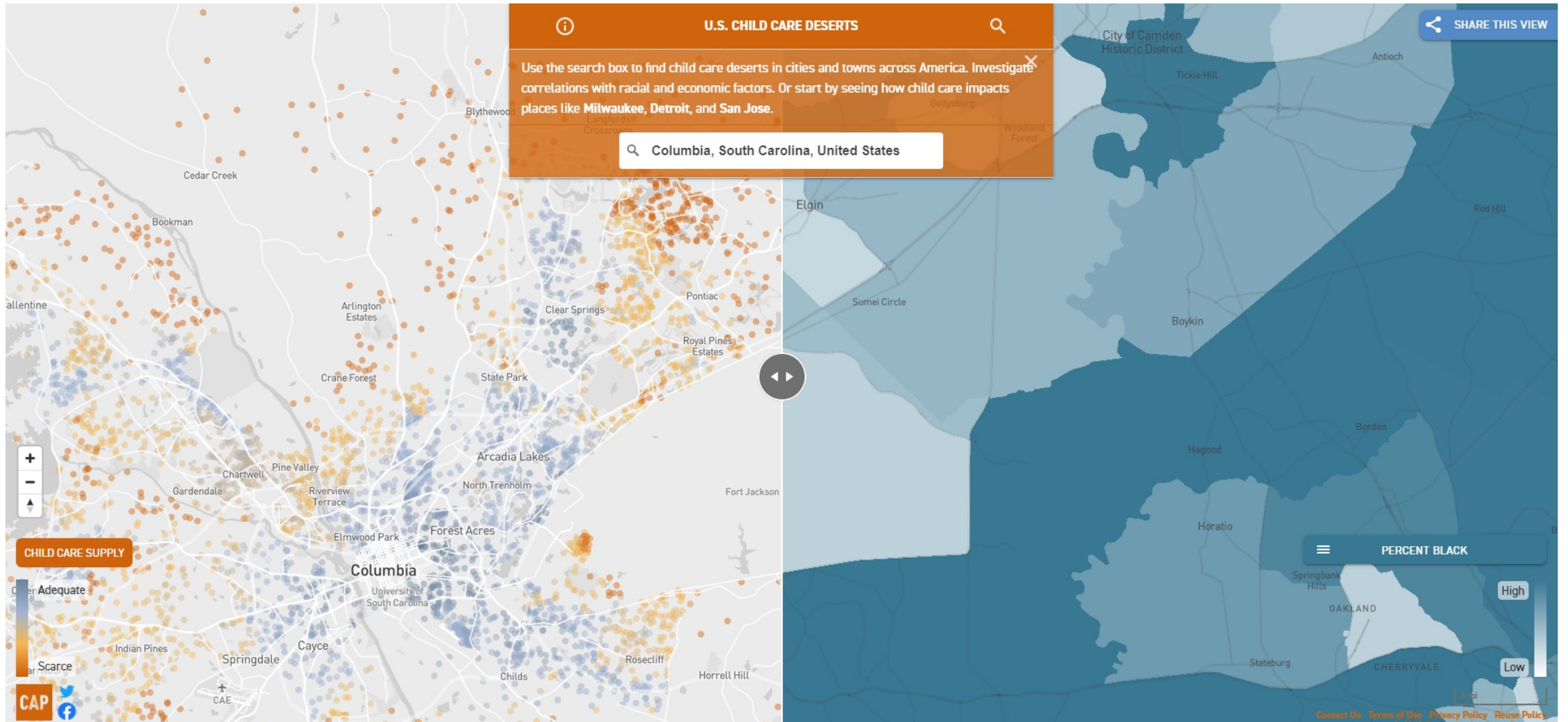
For women with children at home, the Great Resignation is really the Great Push, our research finds



Advertisement



CHILD CARE DESERTS



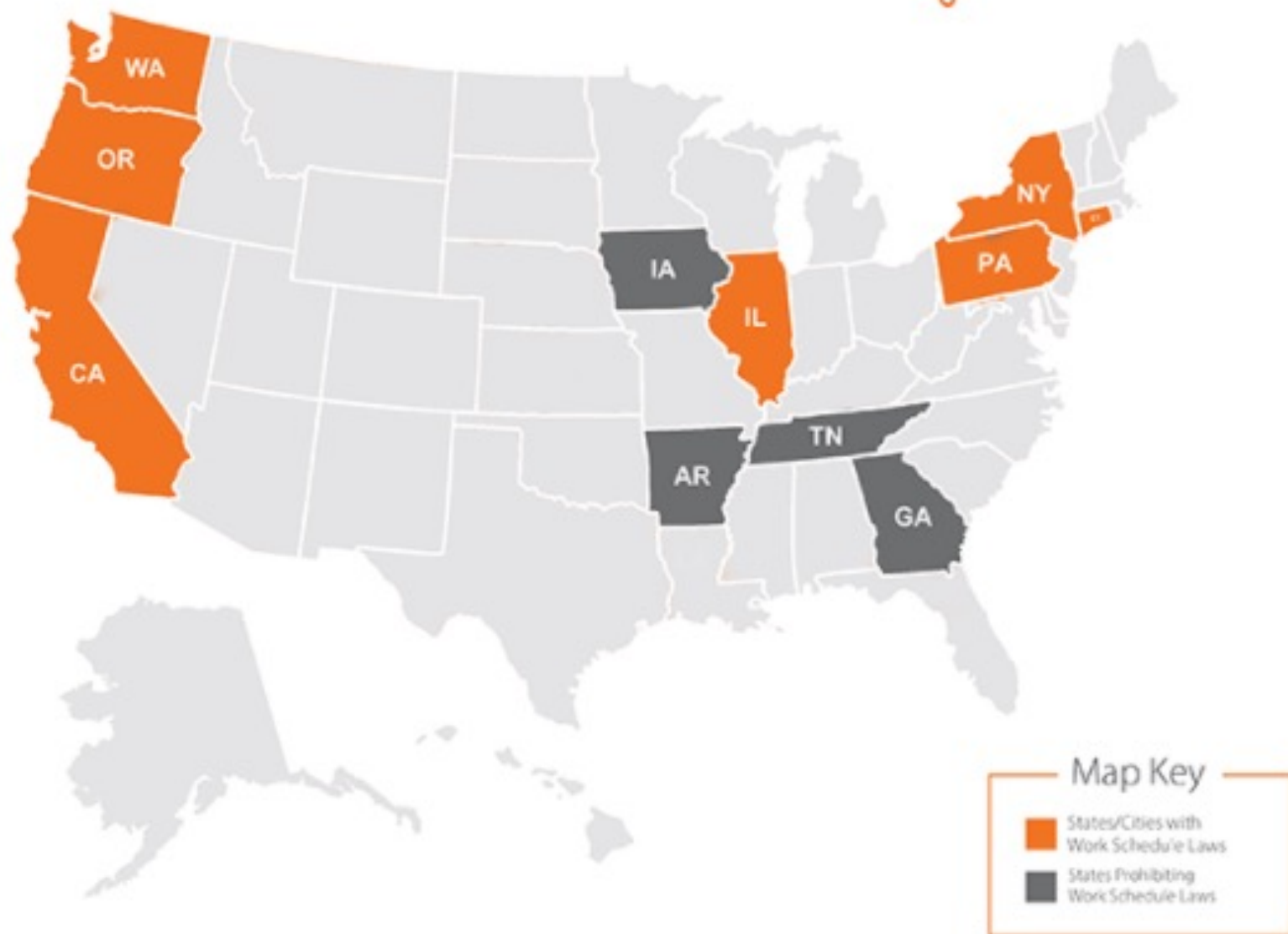
UNIVERSAL PRE-K

In Senator Manchin's Home State, Universal Pre-K Is Already a Reality

A program in West Virginia, partially rolled out while Joe Manchin was governor, could be a model for the nation. But there were challenges, including the 10 years it took to establish.



Predictive Schedule *Laws by State*



OUTCOMES IN OREGON

■ Employers

- Only for “bad” managers
- Bureaucratic burden
- Interferes with business needs
- Avoiding predictability pay via tactics such as offering opportunities to volunteer, stay, or leave and using predictability pay waivers for unplanned shifts
- Insufficient training and awareness

■ Employees

- Frequent schedule changes continue
- Often not given predictability pay (nearly half weren’t aware of the benefit)
- Financial need often leads workers to waive predictability pay in order to get enough hours



Chipotle Is Sued by New York City Over Scheduling Practices

The city seeks \$150 million in relief for employees, accusing the fast-food giant of “complete disregard” of a law governing workweeks.

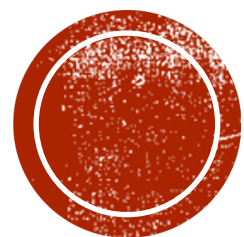


Workers at a Chipotle in Brooklyn. A lawsuit filed on Wednesday alleges that Chipotle changed employees' schedules without sufficient notice or extra pay. Winnie Au for The New York Times



WHO IS DESERVING?





EMERGING APPROACHES



WHAT DO LOW-WAGE EMPLOYERS THINK?

- **Willingness**
 - Recognize importance to employees and business
 - Values and business concerns drive supports
 - Willing to bear some cost
- **Policy Support**
 - Believe public policy should play a role, particularly in child care
 - Worried about backlash for supporting policies
- **Misperceptions**
 - Lack detailed knowledge of proposed or enacted policies
 - Overestimate cost
 - Believe employers are doing more than the data says they are

(Employers, Work-Family Supports, and Low-Wage Workers, Urban Institute, 2019)





VALUES: 100% COMMITMENT TO
CUSTOMERS, EMPLOYEES & IMPROVEMENT

Diagnostic Overview

The Good Jobs Strategy Diagnostic is a survey that identifies which elements of the Good Jobs Strategy your company already practices and where you can improve. It is intended for CEOs, senior executives, and frontline managers. Ideally, the assessment should be done individually and then discussed in a group.

The survey has seven sections: an intro section and six sections corresponding to the four operational choices, to investment in people, and to values, as shown in the figure to the left.

The Good Jobs Scorecard is a free tool. If you do use it, please email info@goodjobsinstitute.org with one idea for improving it or to share with us how you used it.



After falling off the ‘benefits cliff,’ this mom decided to build a child-care safety net



Johnson & Johnson

Building
your
World
of Well

See all we're doing



Domestic work makes all other work possible.

The National Domestic Workers Alliance (NDWA) works for the **respect, recognition, and rights for the nearly 2.5 million nannies, housecleaners, and home care workers** who do the essential work of caring for our loved ones and our homes.



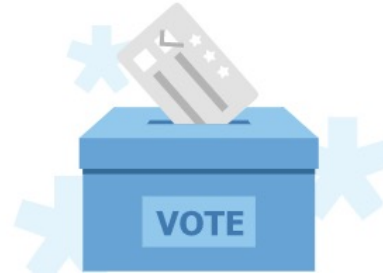
We organize.



We develop policy solutions.



We change the story.





CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

RACIAL JUSTICE · CLIMATE JUSTICE · EDUCATION

FINANCE · IMMIGRATION · PUBLIC SERVICES

PRIVATE SECTOR · PRIVATIZATION



‘Grandfamily’ Housing Caters to Older Americans Raising Children

Intergenerational communities are sprouting up as the need grows for homes that suit aging adults and their young charges.



AND A COUPLE MORE

- Collective impact approaches
- Employee-inclusive technologies for HR and automated work



A black and white portrait of Marian Wright Edelman, an African American woman with short, dark, curly hair, wearing round glasses and a dark top. She is looking thoughtfully to the right, with her hand resting under her chin.

A lot of people are
waiting for Martin
Luther King or
Mahatma Gandhi
to come back –
but they are gone.
We are it.

It is up to
us.
It is up to
you.

attn:

• Marian Wright Edelman

