WHERE DO WE GO FROM HERE?
POVERTY & ALICE (ASSET-LIMITED, INCOME-CONSTRAINED)

Select Group (Age, Family Type, or Race/Ethnicity)

- Race/Ethnicity

Above ALICE Threshold
ALICE
Poverty

White

Hispanic

Black

Asian

Total Households

0M 5M 10M 15M 20M 25M 30M 35M 40M 45M 50M 55M 60M 65M 70M 75M 80M 85M
### Financial pain points during coronavirus outbreak differ widely by race, ethnicity and income

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

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

*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.


*“Economic Fallout From COVID-19 Continues To Hit Lower-Income Americans the Hardest”*

**PEW RESEARCH CENTER**
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

<table>
<thead>
<tr>
<th>Category</th>
<th>&lt;200% FPL</th>
<th>≥200% FPL</th>
<th>Part-time worker</th>
<th>Full-time worker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Received full pay</td>
<td>68%</td>
<td>45%</td>
<td>74%</td>
<td>33%</td>
</tr>
<tr>
<td>Took some sick leave fully paid and some sick leave partially-paid</td>
<td>8%</td>
<td>9%</td>
<td>6%</td>
<td>8%</td>
</tr>
<tr>
<td>Took sick leave partially-paid</td>
<td>8%</td>
<td>9%</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>Took unpaid sick leave</td>
<td>14%</td>
<td>47%</td>
<td>33%</td>
<td></td>
</tr>
</tbody>
</table>

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

May 2011

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.
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-geared automation destroys the jobs of millions of workers black and white?
MARCH ON WASHINGTON FOR JOBS & FREEDOM

WHY WE MARCH

We march to redress old grievances and to help resolve an American crisis.

That crisis is born of the twin evils of racism and economic deprivation. They rob all people, Negro and white, of dignity, self-respect, and freedom. They impose a special burden on the Negro, who is denied the right to vote, economically exploited, refused access to public accommodations, subjected to inferior education, and relegated to substandard ghetto housing.

Discrimination in education and apprenticeship training renders Negroes, Puerto Ricans, Mexicans, and other minorities helpless in our mechanized, industrial society. Lacking specialized training, they are the first victims of automation. Thus the rate of Negro unemployment is nearly three times that of whites.

Their livelihoods destroyed, the Negro unemployed are thrown into the streets, driven to despair, to hatred, to crime, to violence. All America is robbed of their potential contribution.

WHAT WE DEMAND

1. Comprehensive and effective civil rights legislation from the present Congress—without compromise or filibuster—to guarantee all Americans access to all public accommodations, decent housing, adequate and integrated education, the right to vote.

2. Withholding of Federal funds from all programs in which discrimination exists.

3. Desegregation of all school districts in 1963.

4. Enforcement of the Fourteenth Amendment—reducing Congressional representation of states where citizens are disfranchised.

5. A new Executive Order banning discrimination in all housing supported by federal funds.

6. Authority for the Attorney General to institute injunctive suits when any constitutional right is violated.

7. A massive federal program to train and place all unemployed workers—Negro and white—on meaningful and dignified jobs at decent wages.

8. A national minimum wage act that will give all Americans a decent standard of living. (Government surveys show that anything less than $2.00 an hour fails to do this.)

9. A broadened Fair Labor Standards Act to include all areas of employment which are presently excluded.

10. A federal Fair Employment Practices Act barring discrimination by federal, state and municipal governments, and by employers, contractors, employment agencies, and trade unions.

Support of the March does not necessarily indicate endorsement of every demand listed. Some organizations have not had an opportunity to take an official position on all of the demands advocated here.
Poor People’s Campaign of 1968

“On Thursday, March 14, 78 “non-black” leaders traveled to Atlanta from 17 states for a planning meeting of the Poor People’s Campaign Steering Committee. They came from Native American, Mexican American, Puerto Rican, and white communities, representing 53 organizations.” (Dellinger, 2018)

"WE MUST SEE NOW THAT THE EVILS OF RACISM, ECONOMIC EXPLOITATION AND MILITARISM ARE ALL TIED TOGETHER...YOU CAN’T REALLY GET RID OF ONE WITHOUT GETTING RID OF THE OTHERS...THE WHOLE STRUCTURE OF AMERICAN LIFE MUST BE CHANGED." —THE REV. DR. MARTIN LUTHER KING, JR., MAY 1967
“Women, if the soul of the nation is to be saved, I believe that you must become its soul.”

- Coretta Scott King
It shall be an unlawful employment practice for an employer to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin

(Equal Employment Opportunity Commission)
Amazon's Workforce

The company did not share data with the public these two years.

The company did not share data with the public these two years. Amazon also changed its reporting, reclassified thousands of mid-level managers and directors as executives in its federal filing.
What I look at is, “How do I create great jobs and great careers?” The starting wage is one thing, but is very different in California than it is in Alabama, so having one amount across the nation can cause a little bit of a disparity. So really what I’ve been trying to focus on is how do we design the job so it’s something that people want to do? How do you make people feel a sense of team, so they feel known and valued?...One of the things that Walmart and Sam’s Club have done really, really well is that growth in getting people from hourly through to management. I mean, Walmart C.E.O. Doug McMillon started out as an hourly associate.”
-Sam’s Club CEO Kathryn McLay
JUST CAPITAL’S RACIAL EQUITY TRACKER

How Many of America’s Largest Employers Are Addressing Racial Equity?

- Discrimination Policies: 100%
- Pay Equity: 32%
- Racial/Ethnic Diversity Data: 94%
- Education and Training Programs: 99%
- Inequity to Mass Incarceration: 52%
- Community Investments: 91%
Business Models Dependent on Low Wages

Lack of Progress toward Flexible Work

Representation Paradigm

Deservingness Narratives

Race/Gender/Class Stereotypes
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