



## Quality of Work



### EXECUTIVE SUMMARY

## Pushout: How a Pandemic is Reversing Workplace Gains for Black & Latinx Breadwinners

Our Black and Latinx breadwinners are doing all the 'right' things by middle-class standards. Nevertheless, it is not enough. The pandemic has slowed workplace gains for Black and Latinx women. Between March 2020 and March 2021, Latinx women had the most significant drop in labor force size. The Latinx labor force shed 336,000 Latinas.

Black women dropped from the workforce at a higher rate than other ethnic groups since schools reopened in September 2021. In the three months between September and November 2021, 181,000 Black women left the labor force. From November 2020 to November 2021, the unemployment rate for Black women left all others behind, at 7.97% - higher than Black men, Latinx women, and certainly higher than White women.

With greater economic precarity and heavier debt burdens (higher than the debt burdens of White families), no wonder these participants are seriously questioning whether it is possible to achieve the progress promised by the American myth of self-reliance.

**"And even when I returned to work, I went to work in fear."**

— SHELLEY, NEW YORK

# Broken Bootstraps: Work as a Place of Lost Opportunity

Told that working hard is part of the social contract in America, the majority of Black and Latinx breadwinners are working or self-employed. While these hard-working families believe in the American Dream, they feel their hard work is invisible and unrewarded.



experienced one or more of the following shifts in employment because of the pandemic: layoff, furlough, decrease in hours or wages



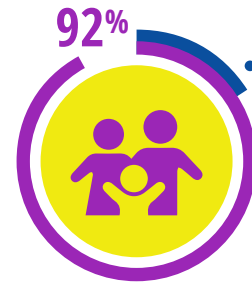
have taken on additional debt due to changes in personal financial circumstances



experienced discrimination in their current employment



experience inadequate pay



delayed significant life plans due to changes in economic circumstances during the pandemic, with...



saying they had to delay career change/career advancement

BLACK AND LATINX FAMILIES...

POLICY RECOMMENDATION

## Fight for Black & Latinx Families

**Raise the minimum wage & eliminate the subminimum wage.**

**Specifically, target opportunities in the trades to Black and Latinx women workers.**

Black & Latinx women are *\*not\** finding these opportunities accessible. Community-level partners from these demographics need to be part of the outreach and strategy.

**Pass the Paycheck Fairness Act.**

This would begin to close the racial and gender wage gap as well as incentivize states to improve their pay equity policies directly benefiting Black & Latinx family breadwinners.

**Eradicate racial and gender based occupational segregation.**

Key to increasing economic stability of working women. This needs to be a focus of the Administration, unions, and advocates.



# TAKE ACTION

This project was made possible with the partnership of The Insight Center and the National Black Child Development Institute.

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