Beyond Surviving to Thriving

Building a Gender Equitable Economy Based on Women’s Lived Experience

March 7th, 10am-11am PST / 1pm-2pm EST
AFN is the leading national grantmaker membership organization focused on advancing equitable wealth building and economic mobility.

- Broaden your Knowledge Base
- Connect to a Powerful National Network
- Amplify your Impact
- Collaborate for Influence
Presented in partnership with:
WEBINAR CONTROL PANEL

PARTICIPATE
Type your question in the Q&A BOX to be addressed during discussion breaks or during Q/A

CLOSED CAPTIONS
Captions can be turned on via Show Captions to be viewed in real-time and will also be available in the recording afterwards
SPEAKERS

Mona Masri  
(moderator)  
Asset Funders Network

Josephine Kalipeni  
Family Values at Work

Heather McCulloch  
Aspen Institute  
Financial Security Program

Wendy Chun-Hoon  
Department of Labor  
Women’s Bureau

Celine Apollon  
Aspen Institute  
Financial Security Program

Dena Jackson  
Texas Women’s Foundation

assetfunders.org
Women in the Economy:
Lifting up women’s voices, wisdom and experience to build a gender-equitable economy

March 7th, 2023 Webinar | Asset Funders Network, CARE Fund, EITC Funders, Equal Opportunity Funders
U.S. economic policy has never been designed to meet women’s needs.

Policymakers rarely ask if women benefit – as result, they often do not.

Most advanced countries have acknowledged the role of women as breadwinners and caregivers and have designed & invested in systems to support them.

The infrastructure of supports for working women in the U.S. is weak & policies to strengthen it have been blocked or dismantled.
Women in the Economy is...*

• A two-year research and action project designed to answer the question:

   What would the economy look like if it were designed to work for women?

• Roots the answer in the wisdom, voices, and lived experience of working women

*The WE project is inclusive of cis and transgender women, and we welcome insights from non-binary people and members of the LGBTQIA+ community. The term “working women” includes women who are providing care with or without compensation.
Methodology

1. INTERVIEWS WITH GENDER ECONOMIC EQUITY EXPERTS
2. 127 IN-DEPTH INTERVIEWS WITH WORKING WOMEN
3. CODING AND ANALYZING OF INTERVIEW FINDINGS
4. DEVELOPMENT OF SURVEY BASED ON INTERVIEW FINDINGS
5. SAVERLIFE SURVEY
   • Dec. 13 - Jan. 2nd, 2023
   • 1224 total respondents
6. SURVEY ANALYSIS
   GALVANIZE ACTION!!
Survey Demographics
Parental Status

- Parent: 58%
- Non-parent: 42%

Marital Status

- Married: 3%
- Registered domestic partner: 10%
- Single, never married: 21%
- Single, separated/divorced: 19%
- Unmarried partner: 19%
- Widowed: 19%
2 out of 3 had household income(s) of less than $50K
**Employment**

### Employment Status

- **Employed full-time**: 55%
- **Employed part-time**: 18%
- **Unable to work**: 9%
- **Retired**: 2%
- **Not working but looking for work**: 12%
- **Not working and not looking for work**: 2%
- **Prefer not to say**: 2%
- **Retired**: 2%
- **Unable to work**: 9%
- **Not working but looking for work**: 12%
- **Not working and not looking for work**: 2%
- **Prefer not to say**: 2%

### Job Sector

- **A private company**: 52%
- **Government**: 14%
- **Not sure**: 14%
- **A nonprofit organization**: 15%
- **Academic**: 5%
Survey Findings
Key Finding

4 out of 5 survey participants said they felt economically insecure
Economic Insecurity

To what extent do you feel **insecure economically**?

- **A great deal**: 35%
- **A fair amount**: 30%
- **Somewhat**: 25%
- **Not very much**: 20%
- **Not at all**: 15%
- **Not sure**: 10%
Retirement Insecurity

How confident are you that you have saved enough money to live comfortably once you retire?

Only 1 out of 5 were confident about their level of retirement savings.
71% survey participants agreed that access to abortion has a direct impact on women's economic security.
Top challenges & solutions:
All respondents
(All survey respondents, n=1224)

1. Inflation is making it harder for workers to survive and/or support their families. (54%)
2. Working women struggling to make ends meet (44%)
3. Housing costs are eating up too much of women’s income. (42%)
4. Single moms are most negatively impacted by caregiving responsibilities. (29%)
5. Low-wage workers are working extra jobs and/or long hours to make ends meet, leaving little time to spend with their families. (29%)
6. Women want to work but the jobs available to them pay wages that are too low to support them and their families. (27%)
7. Women are losing jobs, income, advancement opportunities, and spending down savings due to caregiving responsibilities. (27%)
8. The pay gap is undermining women’s economic security. (27%)
9. Lack of confidence is affecting women’s ability to get ahead. (23%)
10. Lack of education about economic and financial systems, practices, and products is having a detrimental long-term effect on the economic security of women and girls. (22%)
(All survey respondents, n=1224)

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(All survey respondents, n=1224)

1. Flexible work schedules - (49%)
2. Public and employer support to help workers cover rising housing, energy, health, transportation, food and other everyday expenses - (47%)
3. The option to work remotely - (46%)
4. Raise the minimum wage - (42%)
5. Raise income and asset limits in public benefit programs so more families can access them - (40%)
6. Teach women and girls - in schools, community, churches, etc. - about how to be financially independent and why it matters - (37%)
7. Paid family leave - (34%)
8. Close the gender pay gap - (33%)
9. Affordable and accessible childcare - (31%)
10. Promoting women into leadership roles at work - (29%)
(All survey respondents, n=1224)
Top challenges & solutions: 
By race and ethnicity
Across race & ethnicity...

...90%-100% of the top 10 challenges were consistent, and

...the top 3 challenges

1. inflation
2. the struggle to make ends meet
3. housing costs

were the same.
Prioritized challenges by Race & Ethnicity

Black women lifted up the issues of discrimination and racial bias impeding their advancement in their careers.

Latina women specifically expressed the challenge of having to work long hours and multiple jobs due to low wages leaving little time to spend with their families.

Native women emphasized the lack of awareness of community-based or public resources to help them navigate financial challenges.

AAPI women emphasized the challenge of wanting to work, but the available jobs offer wages too low to support their families.

White women emphasized the challenge of inflation and low wages making it difficult for workers to survive and/or support their families.
Across race & ethnicity...

...80%-90% of the top 10 solutions were consistent, and...

...flexible work schedules and the option to work remotely were within the top 3 solutions.
Prioritized solutions by Race & Ethnicity

Supporting, mentoring, and promoting women in the workplace were key solutions for Black women.

Raising the minimum wage, increasing access to public benefits, and affordable childcare were higher priorities for Latina or Hispanic women.

Native women prioritized the option to work remotely, paid family leave, and work policies, norms, and culture that support and value workers who are also caregivers.

White women prioritized increasing access to public benefits and creating high school classes to teach girls about economic and financial systems.

AAPI women lifted up the solutions of closing the gender pay gap and teaching women and girls in schools, community, churches, etc. about how to be financially independent and why it matters.
Next steps

2023:

• Taking findings on the road
• Galvanizing leaders to advance solutions
• Support interviewees to tell their own stories
Advisors

- Aimee Allison, She the People
- Dr. Mariko Chang, Author
- Erin Currier, W.K. Kellogg Foundation
- Melany De La Cruz-Viesca, UCLA Asian American Studies Center
- Noreen Farrell, Equal Rights Advocates
- Christy Finsel, Oklahoma Native Assets Coalition
- Angela Glover Blackwell, PolicyLink
- Naomi Goldberg, Movement Advancement Project
- Surina Khan, Women’s Foundation of California
- Dr. Lisa Servon, University of Pennsylvania
Founding Funders

- AARP
- Blue Shield of California Foundation
- S&P Global Foundation
- Chavez Family Foundation
- Friedman Family Foundation
- Individuals: Robert Friedman, Martha Records and Richard Rainaldi
WE TEAM

• Founder and Project Lead: Heather McCulloch, Entrepreneur-in-Residence
• Senior Research Partner: Celine Apollon, Consultant
• Aspen FSP Partners: Joanna Smith-Ramani and Ida Rademacher, Co-Executive Directors

Contact Information:
Heather.McCulloch@AspenInstitute.org
(415) 378-6703

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Appendix*

*Select findings, by race and ethnicity only. For full set of findings - contact Heather McCulloch heather.mcculloch@aspeninstitute.org.
Top challenges & solutions: Black women
Top challenges for Black women (n=540)

- Inflation is making it harder for workers to survive and/or support their families. (44%)
- Working women struggling to make ends meet. (41%)
- Housing costs are eating up too much of women’s income. (39%)
- The pay gap is undermining women’s economic security. (28%)
- Single moms are most negatively impacted by caregiving responsibilities. (28%)
- Women are losing jobs, income, advancement opportunities, and spending down savings due to caregiving responsibilities. (26%)
- Low-wage workers are working extra jobs and/or long hours to make ends meet, leaving little time to spend with their families. (26%)
- Women want to work but the jobs available to them pay wages that are too low to support them and their families. (25%)
- Hiring of women of color is increasing but workplace racial and gender bias is impeding their advancement. (23%)
<table>
<thead>
<tr>
<th>Issue</th>
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<tbody>
<tr>
<td>Flexible work schedules</td>
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Top challenges & solutions: Latina or Hispanic women
## Top challenges for Latina or Hispanic women (n=165)

<table>
<thead>
<tr>
<th>Challenge</th>
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</table>
Top solutions for **Latina or Hispanic** women (n=165)

- **Flexible work schedules**: 48%
- **Raising the minimum wage**: 46%
- **The option to work remotely**: 44%
- **Public and employer support to help workers cover rising housing, energy, health, transportation, food and other everyday expenses**: 42%
- **Raise income and asset limits in public benefit programs so more families can access them**: 41%
- **Affordable and accessible childcare**: 38%
- **Paid family leave**: 37%
- **Teach women and girls - in schools, community, churches, etc. - about how to be financially independent and why it matters**: 36%
- **Promoting women into leadership roles at work**: 28%
- **Close the gender pay gap**: 28%
- **Removing barriers and speeding up processes to apply for/receive public benefits**: 28%
Top challenges & solutions: Native women
**Top challenges for Native* women (n=21)**

- **57%** Inflation is making it harder for workers to survive and/or support their families.
- **52%** Working women are struggling to make ends meet.
- **48%** Housing costs are up too much of women's income.
- **38%** Single moms are most negatively impacted by caregiving responsibilities.
- **29%** Low-wage workers are working extra jobs and/or long hours to make ends meet, leaving little time to spend with their families.
- **29%** Women are losing jobs, income, advancement opportunities, and spending down savings due to caregiving responsibilities.
- **29%** Women want to work but the jobs available to them pay wages that are too low to support them and their families.
- **29%** Women are unaware of community-based and/or public sector resources that could help them navigate financial challenges.
- **24%** The pay gap is undermining women's economic security.
- **24%** Lack of confidence is affecting women's ability to get ahead.

*Native women includes women identifying as American Indian and/or Alaska Native*
Top solutions for **Native** women (n=21)

- The option to work remotely: 71%
- Public and employer support to help workers cover rising housing, energy, health, transportation, food and other everyday expenses: 57%
- Flexible work schedules: 52%
- Raise income and asset limits in public benefit programs so more families can access them: 52%
- Raising the minimum wage: 48%
- Paid family leave: 48%
- Close the gender pay gap: 43%
- Work policies, norms, and culture that support and value workers who are also caregivers: 38%
- Teach women and girls - in school is, community, churches, etc. - about how to be financially independent and why it matters: 33%
- Affordable and accessible childcare: 33%
- Removing barriers and speed up processes to apply for/receive public benefits: 33%

*Native women includes women identifying as American Indians and/or Alaska Native*
Top challenges & solutions: AAPI women
Top challenges for AAPI* women (n=68)

- **65%** Inflation is making it harder for workers to survive and/or support their families.
- **46%** Working women are struggling to make ends meet.
- **44%** Housing costs are eating up too much of women’s income.
- **35%** Low-wage workers are working extra jobs and/or long hours to make ends meet, leaving little time to spend with their families.
- **31%** Single moms are most negatively impacted by caregiving responsibilities.
- **31%** Women want to work but the jobs available to them pay wages that are too low to support them and their families.
- **27%** Women are losing jobs, income, advancement opportunities, and spending down savings due to caregiving responsibilities.
- **25%** Lack of confidence is affecting women’s ability to get ahead.
- **22%** The pay gap is undermining women’s economic security.
- **21%** Lack of education about economic and financial systems, practices, and products is having a detrimental long-term effect on the economic security of women and girls.

*AAPI includes Asian American, Native Hawaiian, and/or Pacific Islander women.*
Top solutions for AAPI* women (n=68)

<table>
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*AAPI includes Asian American, Native Hawaiian, and/or Pacific Islander women.
Top challenges & solutions: White women
**Top challenges for White women (n=434)**

- **65%**: Inflation is making it harder for workers to survive and/or support their families.
- **46%**: Working women struggling to make ends meet.
- **44%**: Housing costs are eating up too much of women’s income.
- **35%**: Low-wage workers are working extra jobs and/or long hours to make ends meet, leaving little time to spend with their families.
- **31%**: Single moms are most negatively impacted by caregiving responsibilities.
- **31%**: Women want to work but the jobs available to them pay wages that are too low to support them and their families.
- **27%**: Women are losing jobs, income, advancement opportunities, and spending down savings due to caregiving responsibilities.
- **25%**: Lack of confidence is affecting women’s ability to get ahead.
- **22%**: The pay gap is undermining women’s economic security.
Top solutions for **White** women (n=434)

- **52%**
  - Flexible work schedules

- **48%**
  - The option to work remotely

- **48%**
  - Public and employer support to help workers cover rising housing, energy, health, transportation, food and other everyday expenses

- **44%**
  - Raising the minimum wage

- **44%**
  - Raise income and asset limits in public benefit programs so more families can access them

- **34%**
  - Paid family leave

- **34%**
  - Teach women and girls - in schools, community, churches, etc. - about how to be financially independent and why it matters

- **29%**
  - High school classes to teach girls about economic and financial systems and career pathways

- **28%**
  - Affordable and accessible childcare

- **27%**
  - Removing barriers and speed up processes to apply for/receive public benefits