

WORKPLACE EQUITY: A Framework for Building Economic Mobility

May 11, 2022 | 10:00 – 11:00am PDT



Grantmakers Advancing Economic Equity



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SPEAKERS



Leslie Payne
(moderator)

The James Irvine
Foundation



Kung Feng

Jobs for Justice



Michelle Holder

Washington Center for
Equitable Growth



Anne Price

Insight Center for
Community
Economic
Development



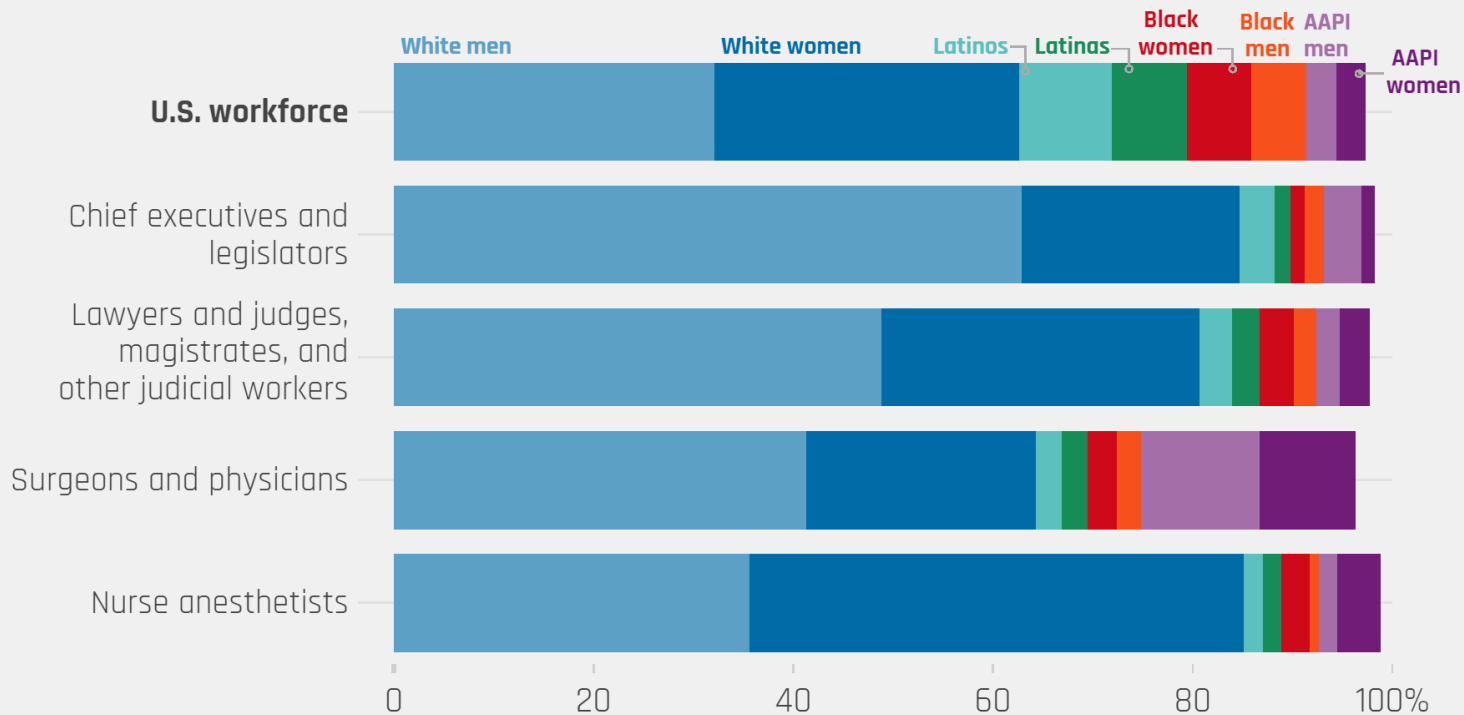
Michelle Holder

President and CEO

Washington Center
for **Equitable Growth**
Evidence for a stronger economy

Black and Latinx workers are underrepresented in highest-paying occupations

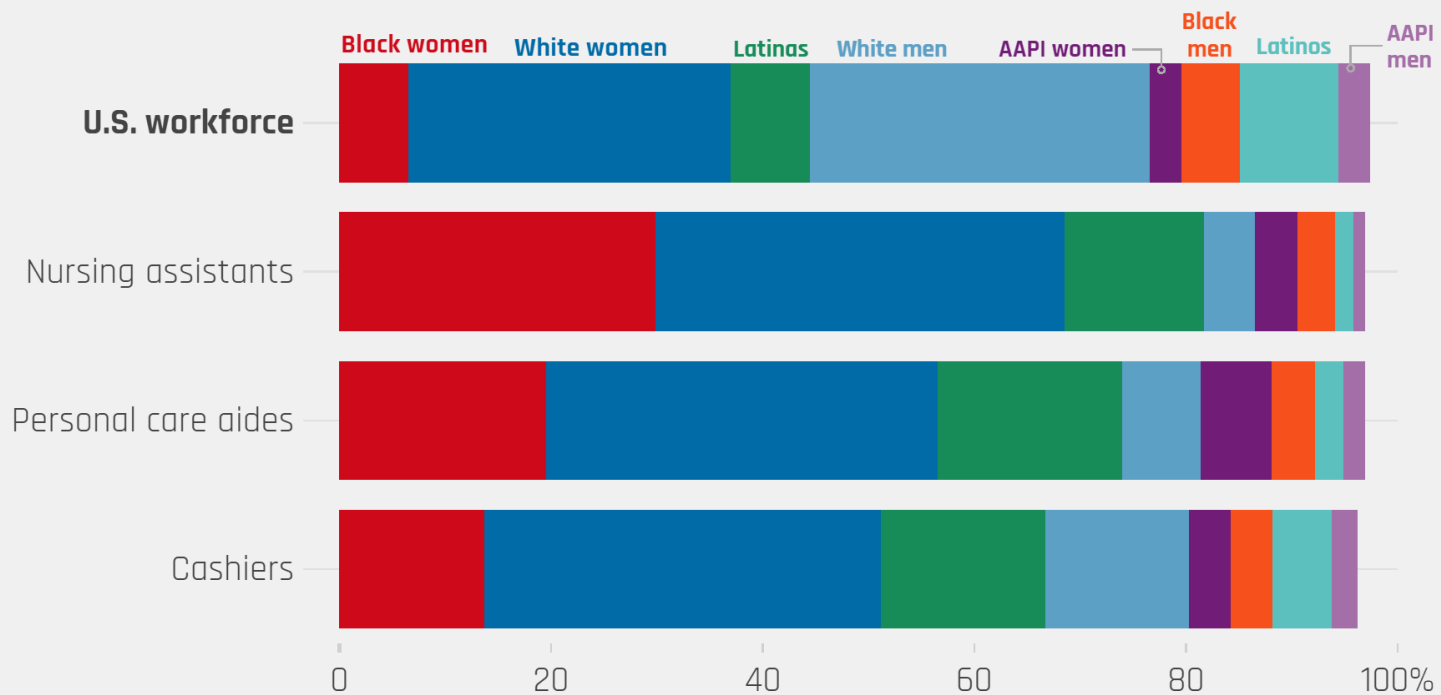
Gender and racial/ethnic compositions of highest-paying U.S. occupations, 2015-2018



Source: Author's calculations using American Community Survey data, 2014-2018 5-year estimates.

Black women hold almost one-third of nursing assistant jobs

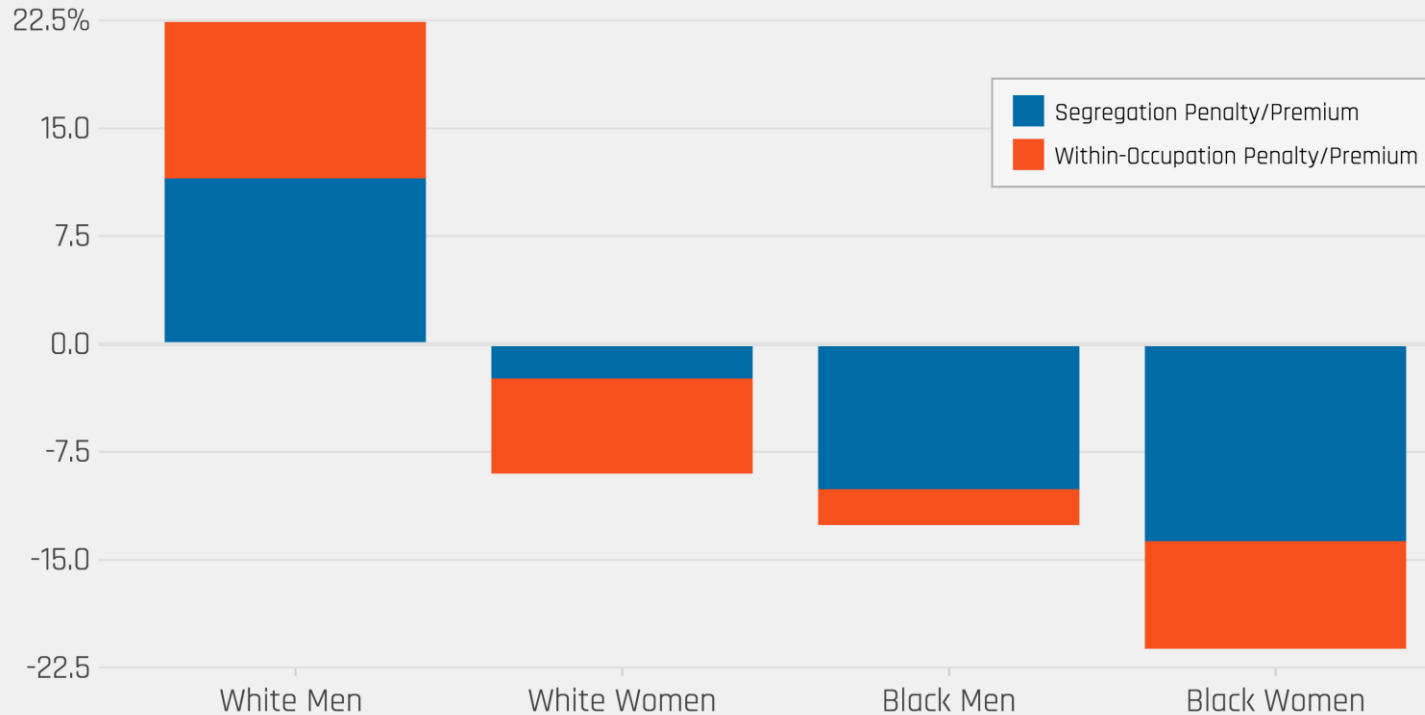
Gender and racial/ethnic compositions of U.S. occupations with the greatest number of Black women, 2015-2018



Source: Author's calculations using American Community Survey data, 2014–2018 5-year estimates.

Black women face some of the largest earnings penalties

Percent effect on earnings of job segregation and within-occupation disparities



Source: Coral del Río and Olga Alonso-Villar, "The Evolution of Occupational Segregation in the United States, 1940–2010: Gains and Losses of Gender–Race/Ethnicity Groups," *Demography* 52 [3] [2015]: 967–988.



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