

Community Advancement Network  
Expanding Opportunity Forum  
April 14, 2022

Women & the Post-Pandemic Economic Recovery



## EXPANDING OPPORTUNITY FORUM: WOMEN AND THE POST-PANDEMIC ECONOMIC RECOVERY



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# Women in the Workplace 2021: The State of Women Highlights (McKinsey & Company)

- **REPRESENTATION:** Women made gains in representation last year, but burnout is on the rise.
- **LEADERSHIP, RECOGNITION & CHALLENGES:** Women managers are doing more to support their teams . Women are rising to the moment as stronger leaders, but their work is going unrecognized. Women leaders take-on more work, but also face greater challenges.
- **CHAMPIONS FOR EQUITY:** Women leaders are more active champions of Diversity, Equity & Inclusion.
- **ADDED CHALLENGES FOR WOMEN OF COLOR:** Women of Color face greater challenges and get less support.

<https://womenintheworkplace.com/>

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### Critical Issues Discussed in This Forum

- We may need to find other data points to track, other than unemployment, to determine when/if we are “back to normal.”
- There is a “new normal” and the focus should be identifying what the “new normal” should include in terms of support for women.
- We need to consider the long-term implications of the economic impact that the pandemic had on individual families and women owned businesses (debt; profitability; sustainability).
- Ensuring economic success for women strengthens the economy across the board.
- Given the role women play at home and in the workplace, providing mental health support is a critical issue going forward.

# Ensuring Women's Economic Security Requires More Than a Return to the Pre-Pandemic Status Quo

(Center for American Progress – March 10, 2022)

## **Policies to Advance Women's Employment**

1. Establish high quality, affordable childcare and universal preschool.
2. Guarantee all workers access to permanent, comprehensive paid family and medical leave and ensure employers provide all workers with earned paid sick leave.
3. Implement flexible workplace policies and fair scheduling requirements.
4. Close the gender wage gap by strengthening existing equal pay protections, combatting pay discrimination, and banning the use of salary history.
5. Invest in wages, benefits and standards for critical, front-line jobs that disproportionately employ women (e.g., childcare, health care, long-term care).

# Ensuring Women's Economic Security Requires More Than a Return to the Pre-Pandemic Status Quo

(Center for American Progress – March 10, 2022)

## **Policies to Advance Women's Employment (continued)**

6. Ensure workforce and hiring programs are design to recruit, place and retain women.
7. Make higher education more affordable and equitable by improving repayment options.
8. Raised the federal minimum wage to \$15/hour and eliminate the tipped minimum wage and the subminimum wage for people with disabilities.
9. Expand employment and protections for non-traditional workers (e.g., part-time, independent contractors, temporary workers).
10. Strengthen and enforce protections against discrimination, harassment and retaliation.

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### Additional Policies & Strategies to Pursue

- Access to capital and representation in leadership positions (particularly in banking and in corporate & government leadership) were and continue to be critical issues to address.
- Failing to provide adequate access to child-care and health-care will continue to negatively affect women because of the important roles they play. We need to craft a message that paints these basic services as essential for the success of our economy.
- Employers should create an open environment that welcomes suggestions about how to improve the work environment for women and such concerns must be addressed in an intentional way.
- For these & other suggestions previously noted, we must hold entities accountable when they don't adopt the sets of strategies & policies that are needed.

# Acknowledgements & Announcements

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