



Jamila Taylor
President and CEO
IWPR

Welcome and Opening Plenary

Exploring the Care Nexus: Intersections of Care, Gender, and Racial Inequality



Chrishana Lloyd
Research Scholar
Child Trends



Mia Ives-Ruble
Director, Disability Justice Initiative
Center for American Progress



Kate Bahn
Chief Economist and SVP of Research
IWPR



Tiffany Boiman
Deputy Director
US Department of Labor Women's Bureau

UNDERSTANDING THE WAYS IN WHICH EARLY CARE AND EDUCATION IS DEVALUED IN THE U.S. USING HISTORY AND POLICY AS A FRAMEWORK

Chrishana M. Lloyd
Child Trends



Institute for Women's Policy Research
Conference: Exploring the Care Nexus: Intersections of
Care, Gender, and Racial Inequality
April 5, 2024

WHAT THINKING, RESEARCH, DATA AND FUNDING ARE INFORMING THIS CONVERSATION?

The Mary Pauper Papers



100-year Review of
Research on Black
Families

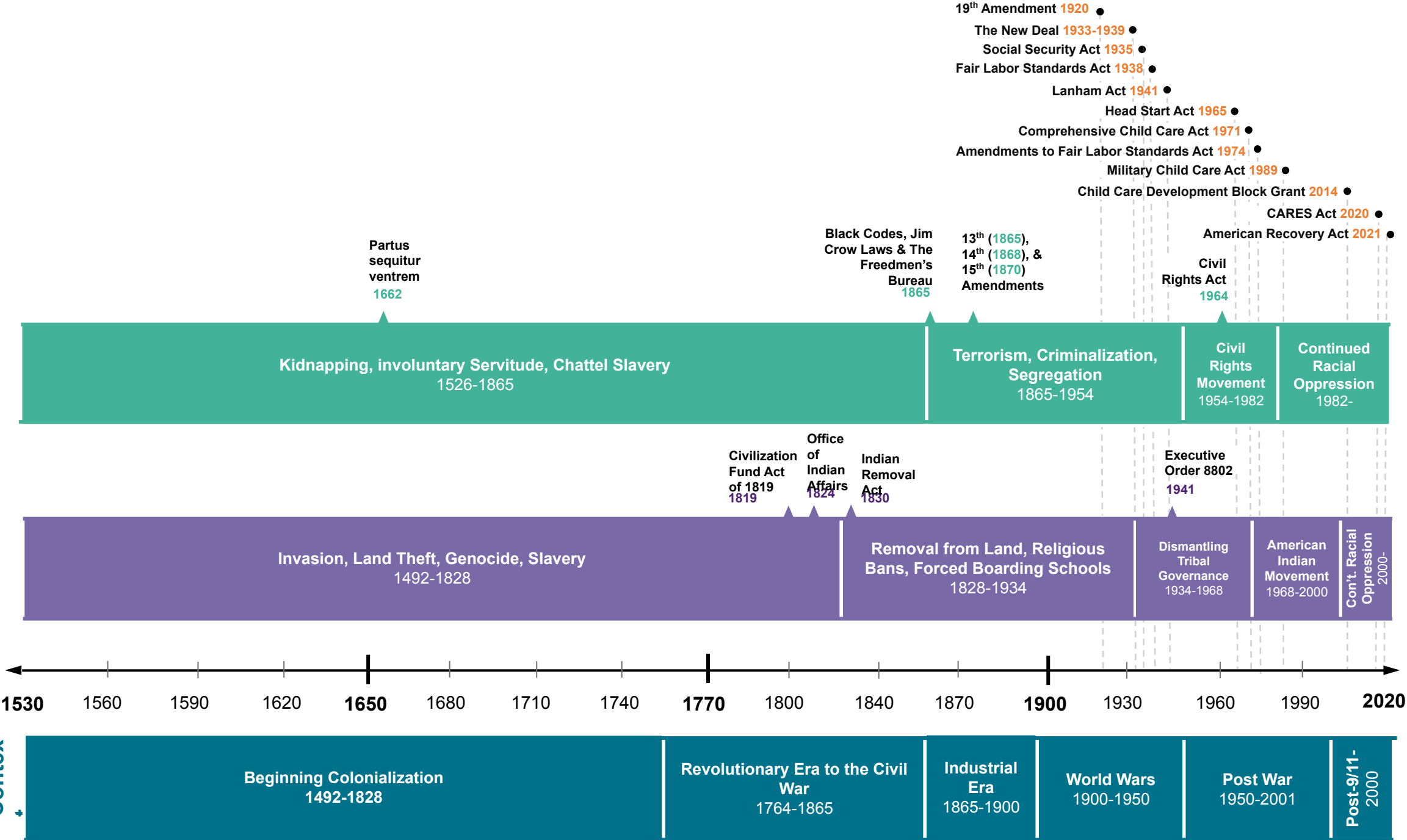


BACKGROUND

- The Mary Pauper Papers highlight the experiences of Native American and Black American people.
 - The history of our country, particularly the institution of chattel slavery has played a key role in the ways in which care is perceived.
 - As a result of this history, child care (as well as domestic and other care work) is associated with Black women.
 - In general, Black women in America are viewed negatively and disrespected.
 - These opinions and perspectives affect the child care field, which is rife with racialized and gendered discrimination and exploitation.
 - These issues affect *all* women.
 - In-depth examinations of the experiences of Native, Hispanic, and Asian American women would be beneficial to the field.
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Overlapping Policies
Black American
Native American
Social/ Political Context



BEGINNING COLONIZATION & SLAVERY 1400-1860s

• Historical Context, Policies & Laws:

- Invasion and colonization of America by White settlers
- Genocide and theft of Native American land by White settlers
- Enslavement of Black people by White settlers
- Civil War and early Reconstruction

GREAT SALE
of
SLAVES
JANUARY 10, 1855

HERE Will Be Offered For Sale at Public Auction at the SLAVE MARKET, CHEAPSIDE, LEXINGTON, All The SLAVES of JOHN CARTER, Esquire, of LEWIS COUNTY, KY., On Account of His Removal to Indiana, a Free State. The Slaves Listed Below Were All Raised on the CARTER PLANTATION at QUICK'S RUN, Lewis County, Kentucky.

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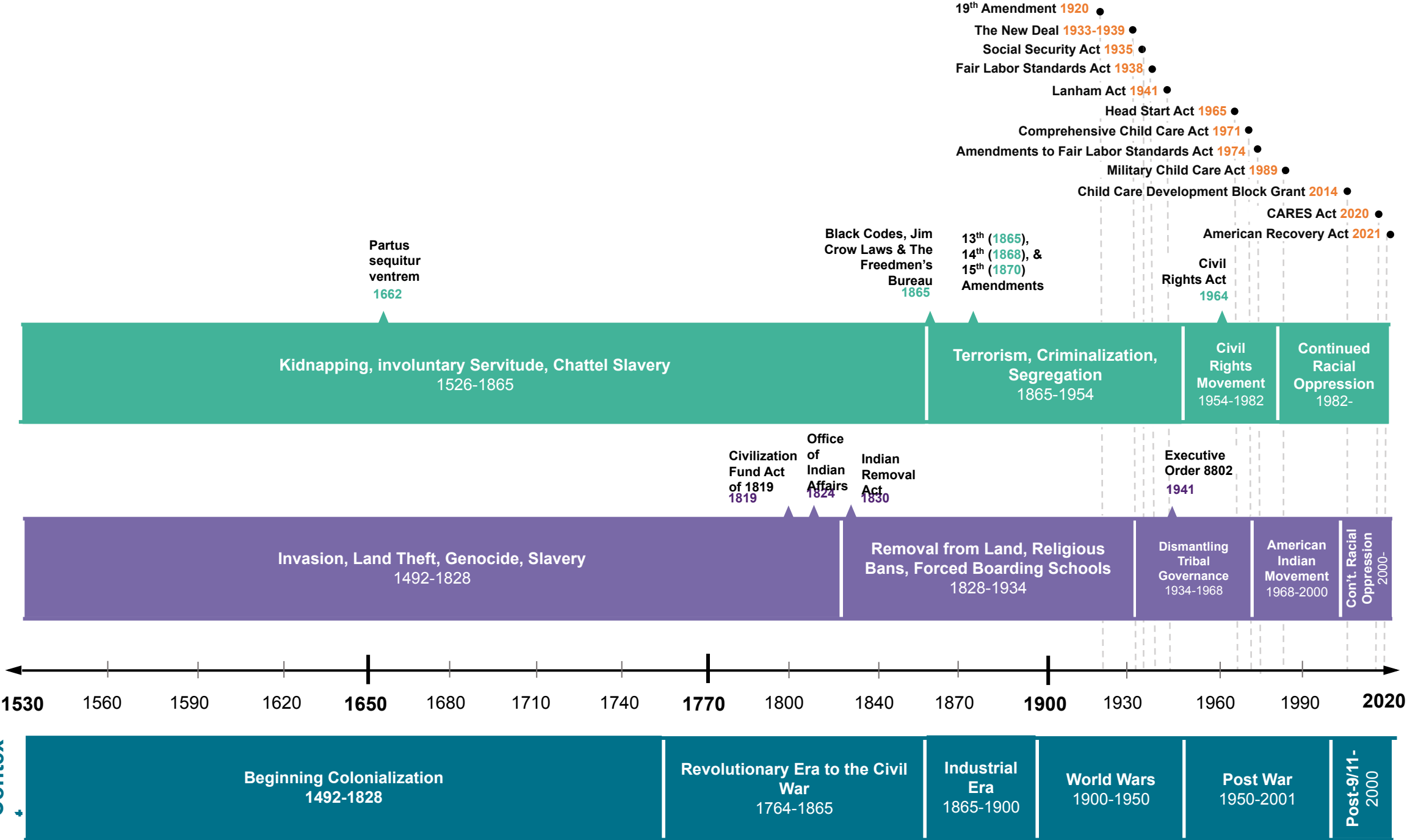
3 Bucks Aged from 20 to 26, Strong, Ablebodied
1 Wench, Sallie, Aged 42, Excellent Cook
1 Wench, Lize, Aged 23 with 6 mo. old Picinniny
One Buck Aged 52, good Kennel Man
17 Bucks Aged from twelve to twenty, Excellent

.....

TERMS: Strictly CASH at Sale, as owner must realize cash, owing to his removal to West. Offers for the entire lot will be entertained previous to sale by addressing the undersigned.

JOHN CARTER, Esq.

Overlapping Policies
Black American
Native American
Social/ Political Context





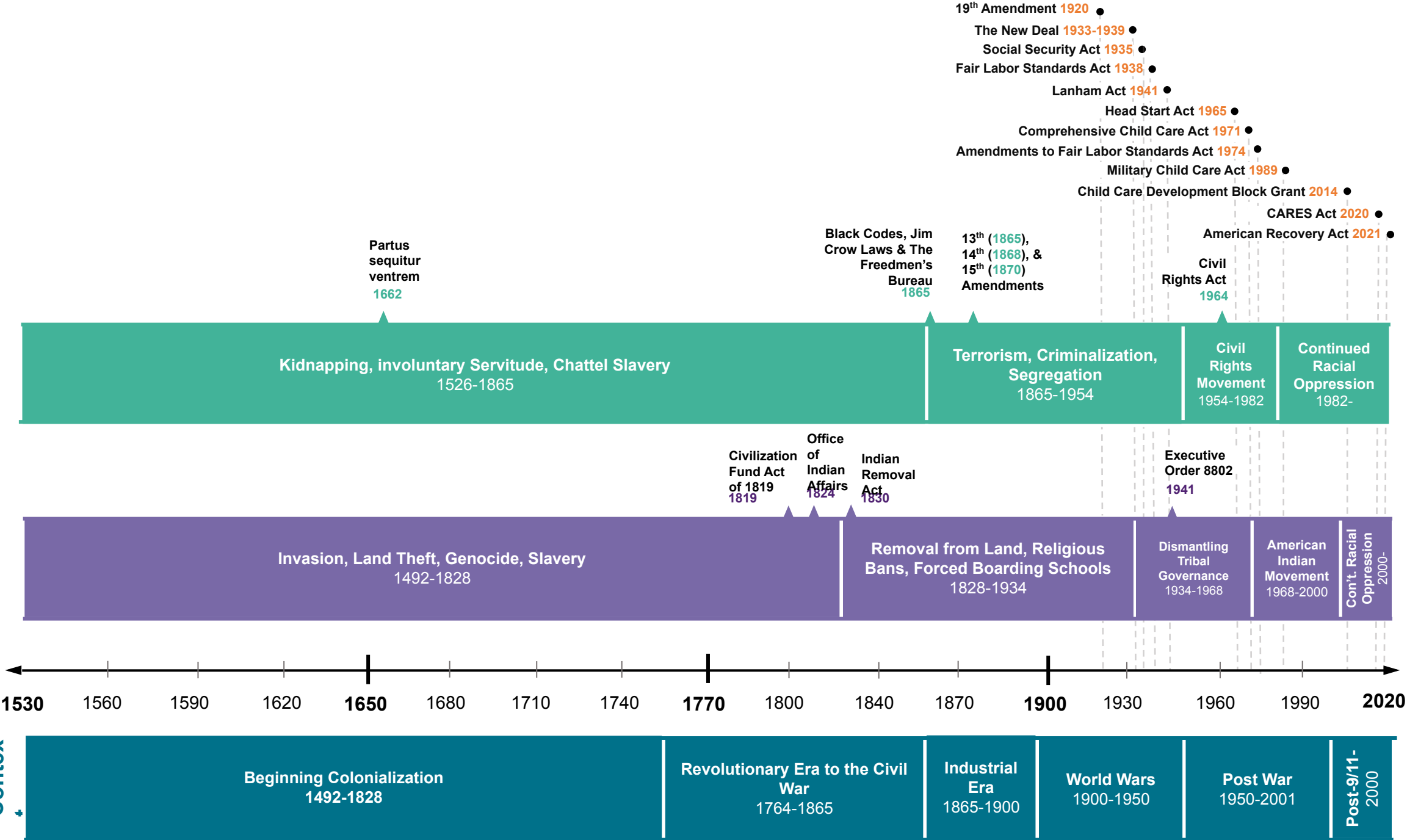
RECONSTRUCTION - WWII

1870s-1940s

Historical Context, Policies & Laws:

- Abolishment of slavery & Reconstruction
- Jim Crow laws, Black Codes
- Office of Indian Affairs, Indian Removal Act, and boarding schools
- Great Migration
- New Deal, Social Security, & Fair Labor Standards
- WWII and the Lanham Act of 1941

Overlapping Policies
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CIVIL RIGHTS - PRESENT

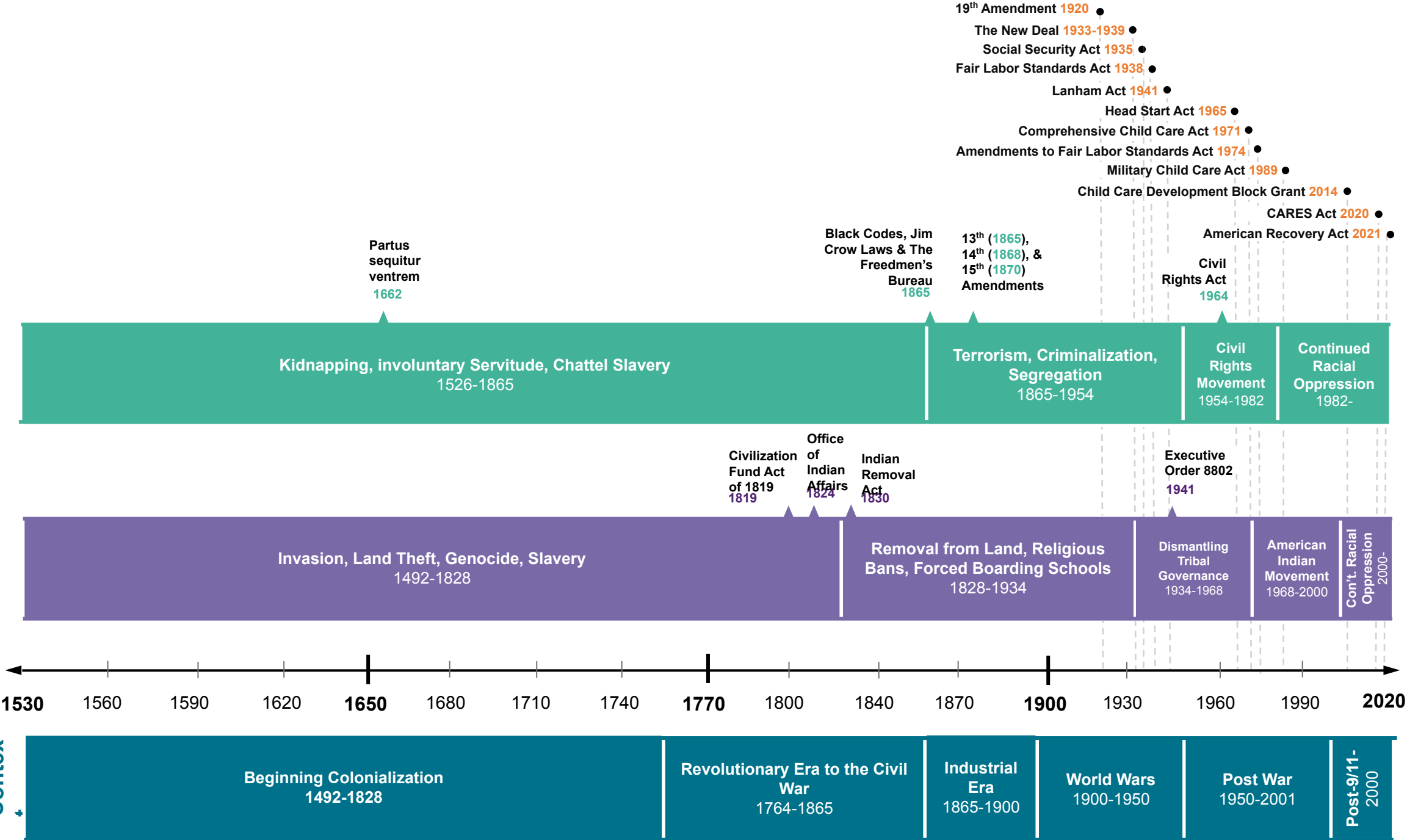
1945 - 2022

Historical Context, Policies & Laws:

- The 1964 Civil Rights Act
- Creation of Head Start [1965]
- Comprehensive Child Development Act of 1971
- Domestic Workers Union
- Child Care & Development Fund [1990]
- **COVID-19 & child care relief**

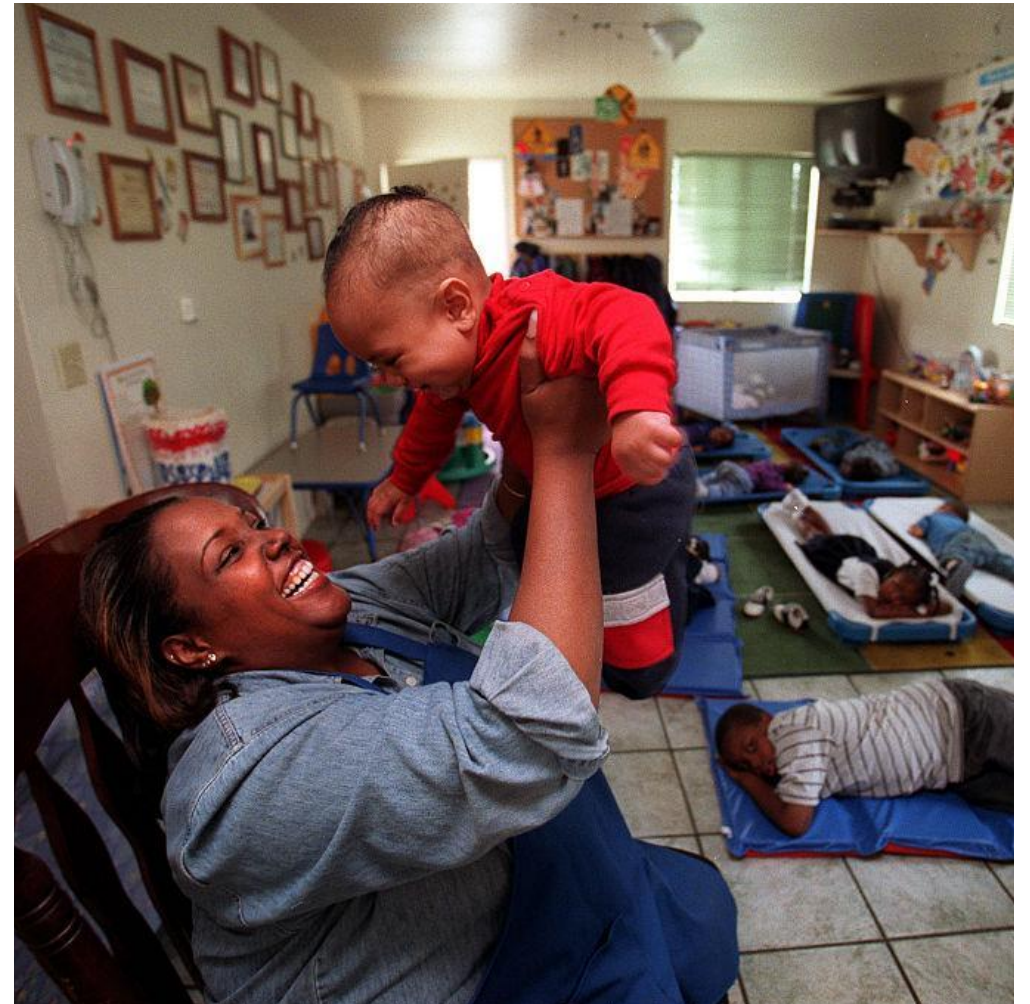


Overlapping Policies
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KEY TAKEAWAYS

- Race, gender, and class are interconnected. They have shaped our perceptions about early care & education and care more generally.
- Care labor is undervalued and poorly compensated, especially for women of color.
- Racism and sexism are embedded in laws & policies.
- Geography plays a critical role.
- COVID-19 exposed many of these challenges – but they are not new.



THANK YOU!

Chrishana M. Lloyd, Julianna Carlson,
Hannah Barnett, Sara Shaw, and Deja
Logan



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RECOMMENDATIONS

Center racial equity in policy and advocacy to support the compensation, preparation, and stability of the ECE workforce.

1. Policy solutions must address systemic barriers.
 2. A diverse range of ECE professionals and families must be included in policymaking.
 3. Increase public investment.
 4. Draw on existing efforts to advance racial equity and help ECE professionals.
 5. Consider policy solutions, like reparations, to increase economic opportunities for ECE professionals of color.
 6. Ensure policies do not replicate existing inequities.
 7. Invest in data to better understand inequities and progress.
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AGENDA

- Framing the work
- Process
- Timeline & historical context
- Policy Recommendations

PROCESS/METHOD

- Types of literature reviewed
- Theoretical approach
- Focus on Native American and Black American people





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April 5, 2024

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Deputy Director

WOMEN'S BUREAU
Advocating for working women
since 1920



MISSION

Women in the workforce are vital to the nation's economic security. The Women's Bureau champions policies and standards that safeguard the interests of working women; advocates for the equality and economic security of women and their families; and promotes quality work environments.

WOMEN'S BUREAU
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IMPACTS OF THE GENDER WAGE GAP

STILL BEARING
THE **COST**

Job Segregation

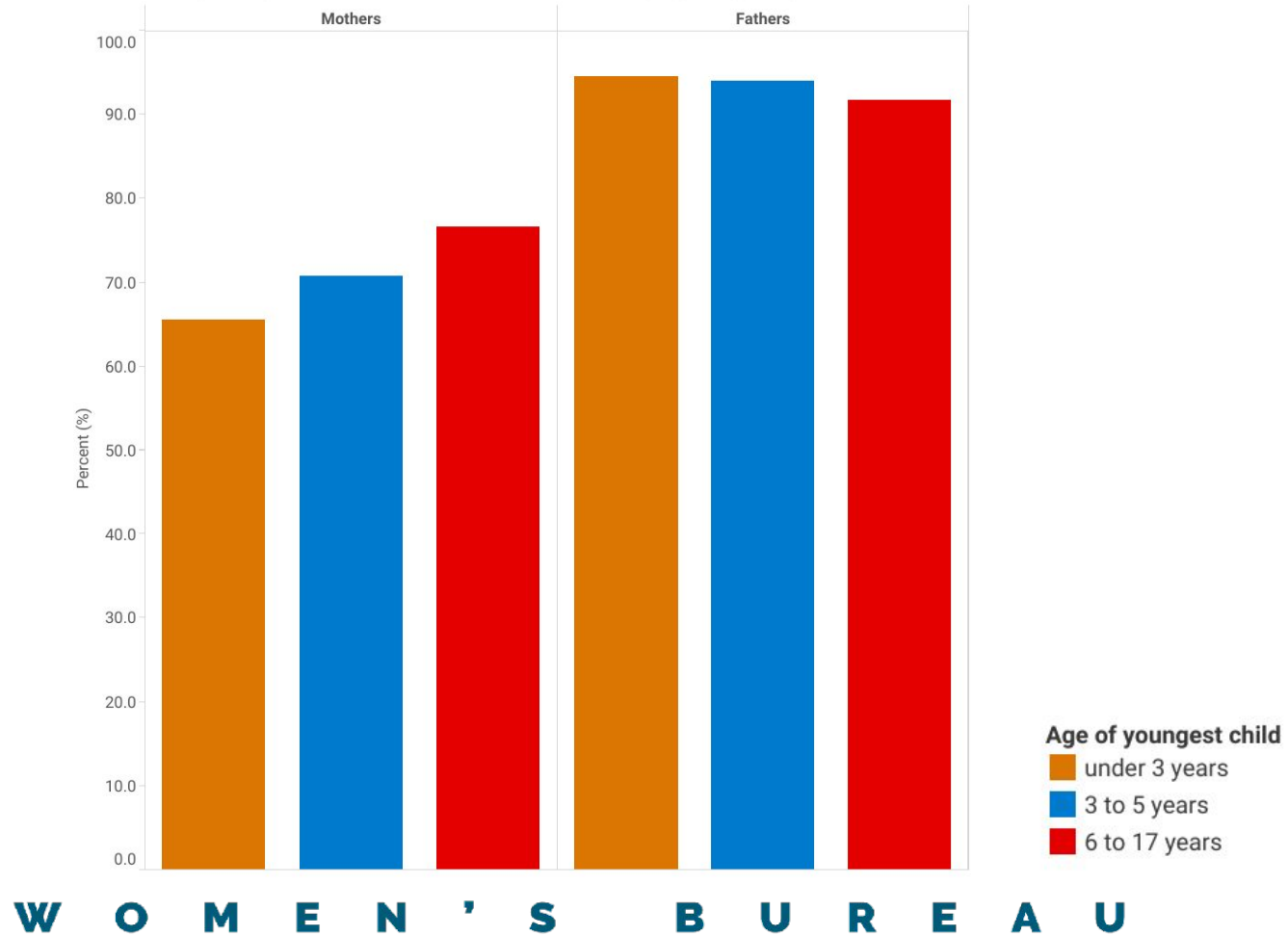
In 2023, Black women lost **\$42.7 billion** and Hispanic women lost **\$53.3 billion** in wages compared to white men due to segregation by occupation and industry.



dol.gov/wb

IMPACTS OF UNPAID CARE FOR CHILDREN

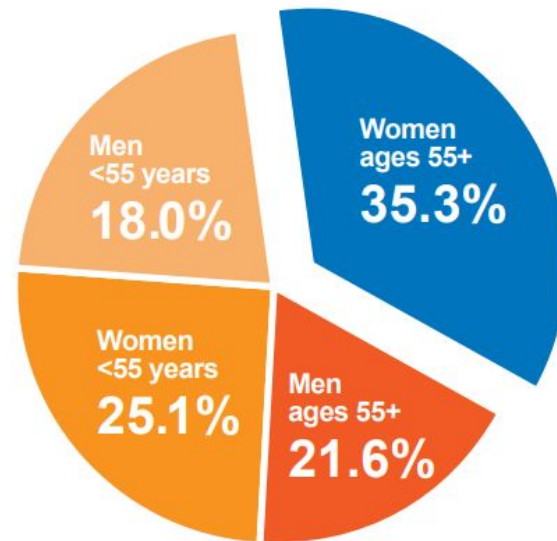
Labor Force Participation Rate of Mothers and Fathers by Age of Youngest Child



IMPACTS OF UNPAID CARE FOR ADULTS

Women 55+ Account for more than One-Third of All Unpaid Eldercare Providers

Share of unpaid eldercare providers who are:



Data: Bureau of Labor Statistics, American Time Use Survey 2017-2019 & 2021-2022 (IPUMS).

Notes: Based on care provided on the prior day.

The Cost of Caregiving

The average mother (1981 to 1985 birth cohort) is projected to forego about **\$237,000 in earnings and \$58,000 in savings and retirement benefits over her lifetime due to caregiving.**



IMPLICATIONS FOR RETIREMENT

Taking time out of the labor force and cutting hours for caregiving reduces women's ability to save and contribute to Social Security for retirement. This increases women's likelihood of poverty, especially as they age.

11.2% of women 65 and older are in poverty compared to 9.0% of men.

THANK YOU



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Q&A

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**CARE
CONFERENCE**

Thank you!

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