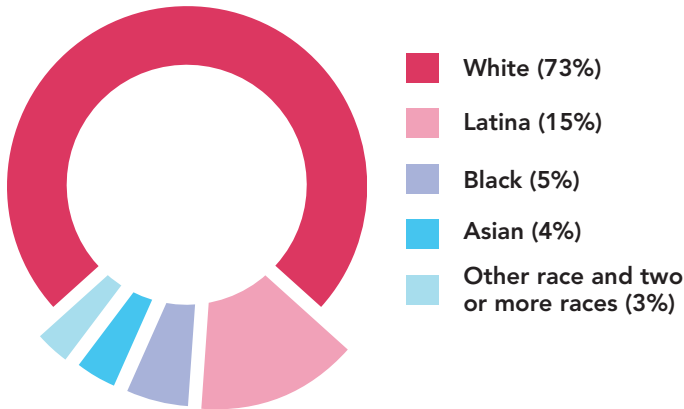


RHODE ISLAND WOMEN OF COLOR 2018

A SNAPSHOT

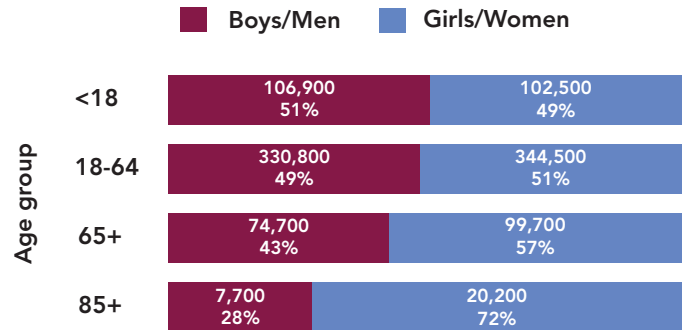
POPULATION

More than 1 in 4 Rhode Island girls/women are of color



Source: IPUMS data extract of the 2016 U.S. Census Bureau American Community Survey. Data for all races and ethnicities other than Latino exclude women of Hispanic origin. Data for White is non-Hispanic White for this report.

As the population ages, it is increasingly female-dominated



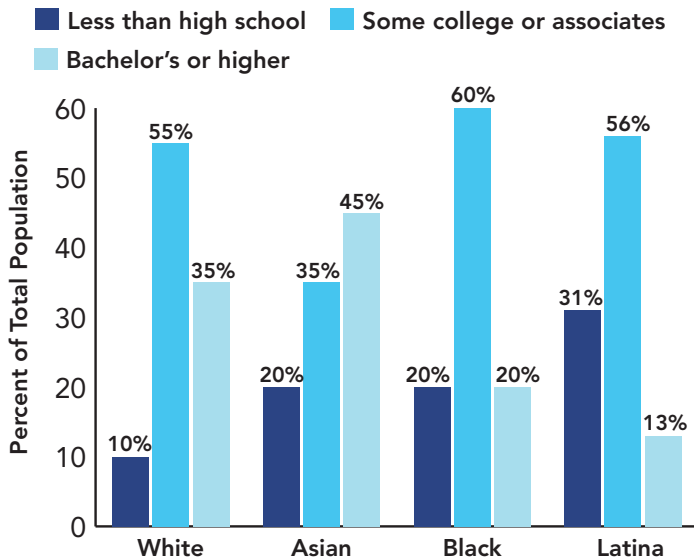
Number of men/women, percent of each age group

52% of Rhode Island's population is female (**545,000**)

Source: U.S. Census Bureau, 2016 ACS 1-Year Estimates

EDUCATION

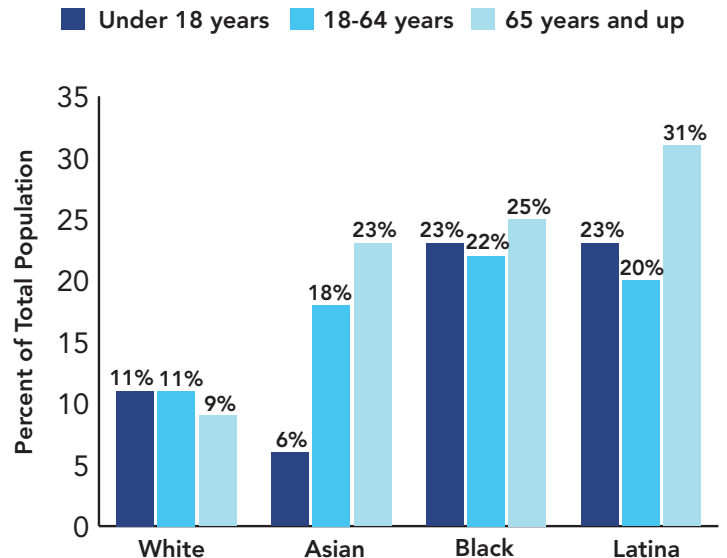
Educational attainment of Rhode Island women (age 25+) varies considerably by race and ethnicity



Source: U.S. Census Bureau, ACS 5-Year Data. 2012-2016

POVERTY

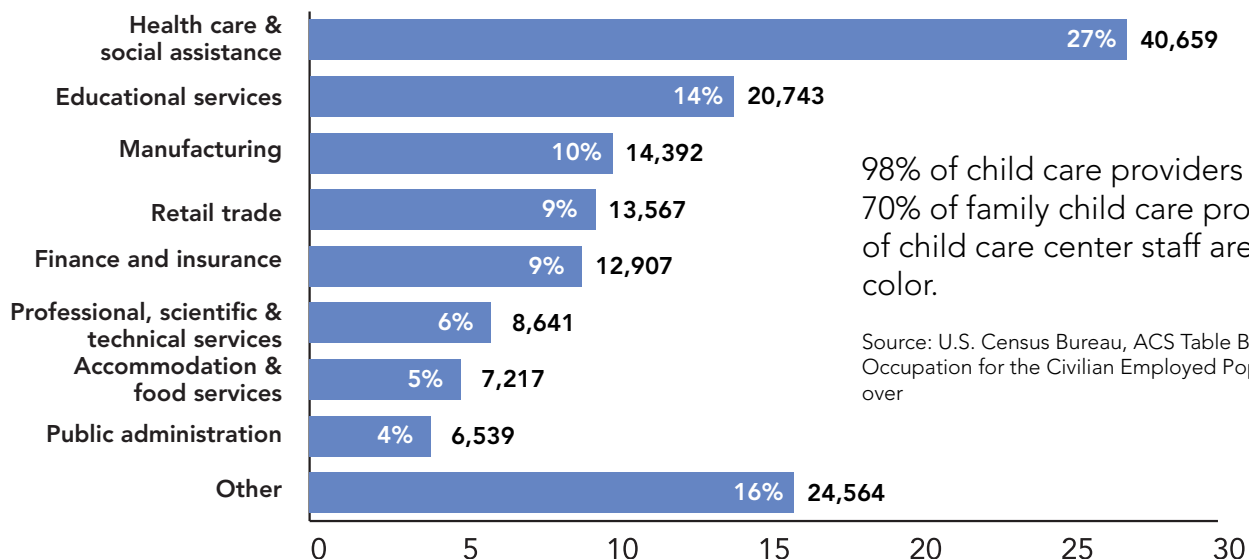
Black and Latina Rhode Island girls/women have higher poverty rates than their White counterparts



Source: U.S. Census Bureau, ACS 2016.

WORKFORCE

2 in 5 Rhode Island women work in health care, social assistance or educational services

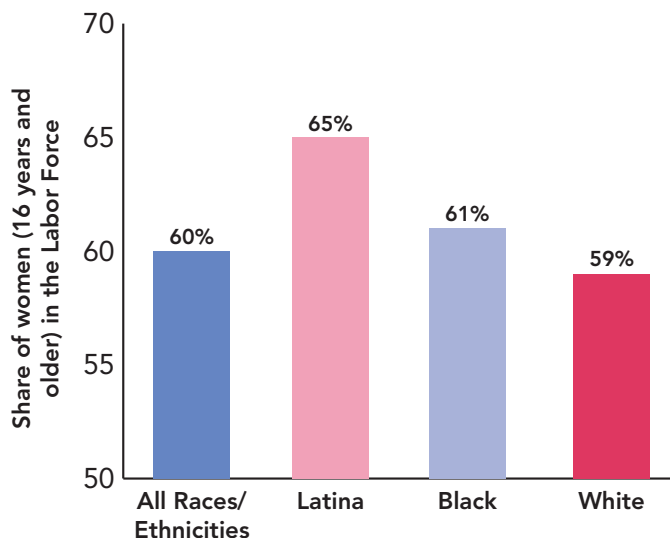


98% of child care providers are women. 70% of family child care providers & 20% of child care center staff are women of color.

Source: U.S. Census Bureau, ACS Table B24010 "Sex by Occupation for the Civilian Employed Population 16 yrs and over"

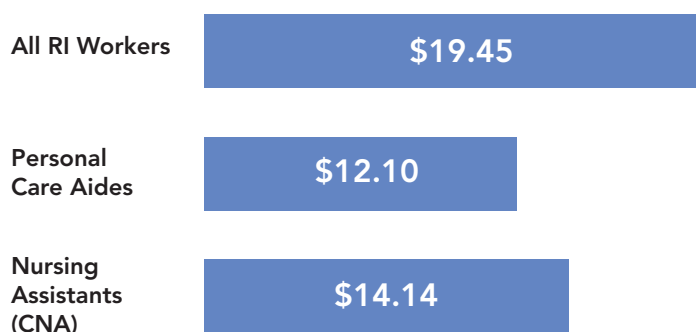
Source: U.S. Census Bureau, ACS 5-Year data. 2012-2016.

A larger share of Black and Latina women are in the labor force than non-Hispanic White women



Source: U.S. Census Bureau, ACS 1-Year estimates. 2016.

The median wage for all personal care aides and nursing assistants is much lower than the Rhode Island median wage

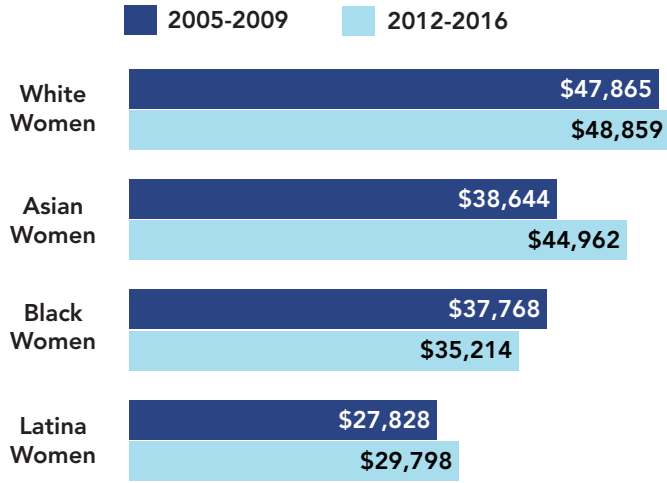


87% of Rhode Island's Healthcare support workers are women. Women of color account for nearly half (47%) of these workers.

Source: U.S. Census Bureau, ACS 5-Year Data. 2012-2016, Table S2401: Occupation by Sex for the Civilian Employed Population 16 yrs and over, and U.S. BLS, May 2017 State Occupational and Wage estimate.

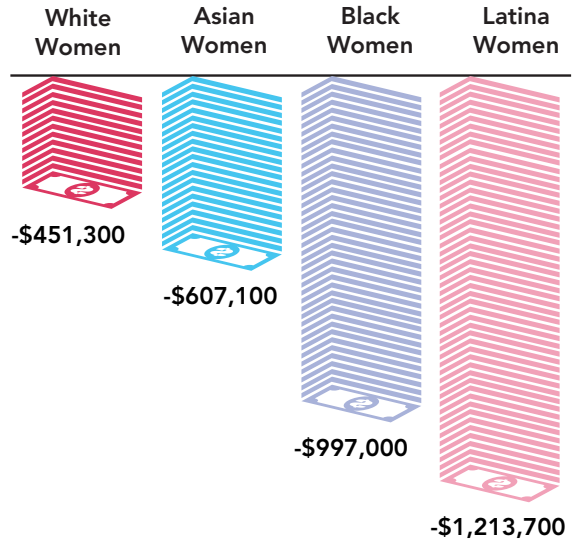
WAGES

Since the end of the Great Recession, median wages went up for White, Latina, and Asian women and down for Black women in Rhode Island



Source: U.S. Census Bureau, ACS 5-Year data, 2005-2009, 2012-2016. Inflation adjusted to \$2018 using CPI-U-RS. The "Great Recession" was between 2007-2009.

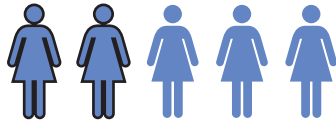
Lifetime wage loss based on current disparities in median wages by race/ethnicity & gender



Source: U.S. Census Bureau, ACS 5-Year data, 2012-2016. Data based on comparison of median wage of each demographic group with median wage of non-Hispanic White men over 40 year career and inflation-adjusted for 2018 dollars.

Impact on Rhode Island women of raising the minimum wage to \$15/hr

Nearly
2 in 5



of all working women would benefit

Nearly
1 in 2



Black and Latino workers would benefit from a \$15 minimum wage

\$280.7 million

cumulative increase in affected women's wages by 2024 assuming minimum wage is increased to \$15/hr from current \$10.10.

Source: Economic Progress Institute analysis of U.S. Census Bureau, CPS data.

Average change in annual earnings of Rhode Island women affected by minimum wage increase to \$15/hr

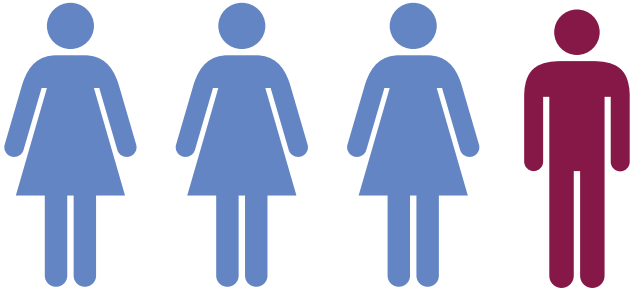


Raising the minimum wage to \$15/hour would increase the wages of **96,700** women (**64,300** of whom currently earn less than \$15/hour, and **32,400** of whom would see modest wage increase as employers adjust their pay scales). The average annual increase for all women would be **\$2,903**.

Source: Economic Progress Institute analysis of U.S. Census Bureau, CPS data.

CAREGIVING

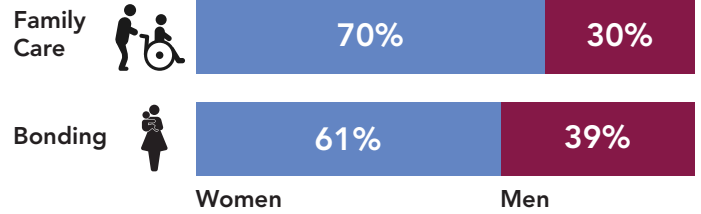
Nationally, 3 in 4 of all caregivers for aging family members are women



The economic value of the informal care provided by women is estimated at between **\$148 billion** and **\$188 billion** annually.

Source: Institute on Aging. (2016). "How IOA Views Aging in America"

The majority of Rhode Islanders using RI's paid family leave program, Temporary Caregiver Insurance (TCI), are women



In 2017, there were **6,224** approved claims for TCI. Of these, **20%** were to care for a seriously ill family member and **80%** were to bond with a new baby/child.* **Women of color face greater barriers to paid leave access.**

*Source: Rhode Island Department of Labor and Training, TDI Annual Update, 2017. <http://www.dlt.ri.gov/lmi/pdf/tDI/2017.pdf>

HOMEOWNERSHIP/AFFORDABLE HOUSING

Rhode Island homeowners of color spend more of their income on housing



Percentage of income spent on housing

50% of all Rhode Island **renters** spend over 30% of their income on housing costs.

Source: National Equity Atlas, 5-yr ACS data from IPUMs, 2011-2015

Homeownership rates in Rhode Island by gender, race/ethnicity & overall



The homeownership rate for single women householders in Rhode Island is the **2nd lowest** among all states. The homeownership rate for households of color in Rhode Island is **lowest** among all states.

Source: Prosperity Now analysis of U.S. Census Bureau, ACS data, 2016.