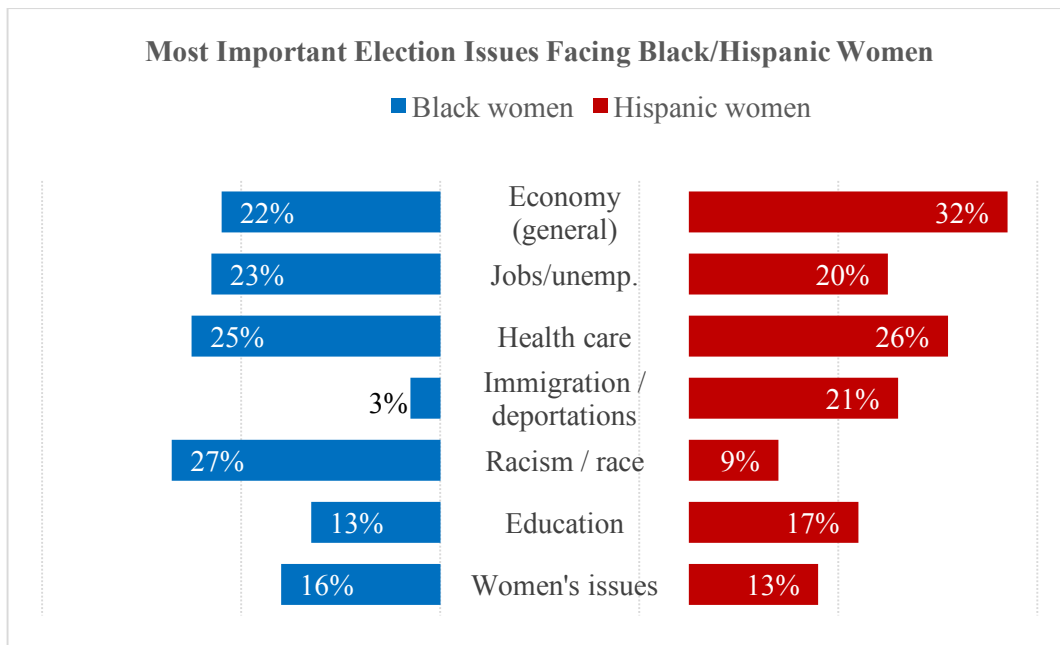


Latino Decisions / Asian American Decisions / Center for American Progress Poll of African American and Latina Women Shows Concern About Economic Security and Support for Policy to Address the Concern

A major new poll commissioned by the Center for American Progress shows the acute concerns of women of color about their economic security and their strong support for a broad set of policies to address those concerns. The CAP poll interviewed African American and Hispanic women in four likely battleground states – Colorado, Florida, Nevada, and Virginia – on a broad range of issues related to economic well-being, bias and equity in the workplace, and various policies aimed at providing greater work-family balance and greater economic security. The survey finds that economic issues, often together with unique barriers related to their race and ethnicity, are front and center in the minds of African American and Latina women as they think about the coming elections.

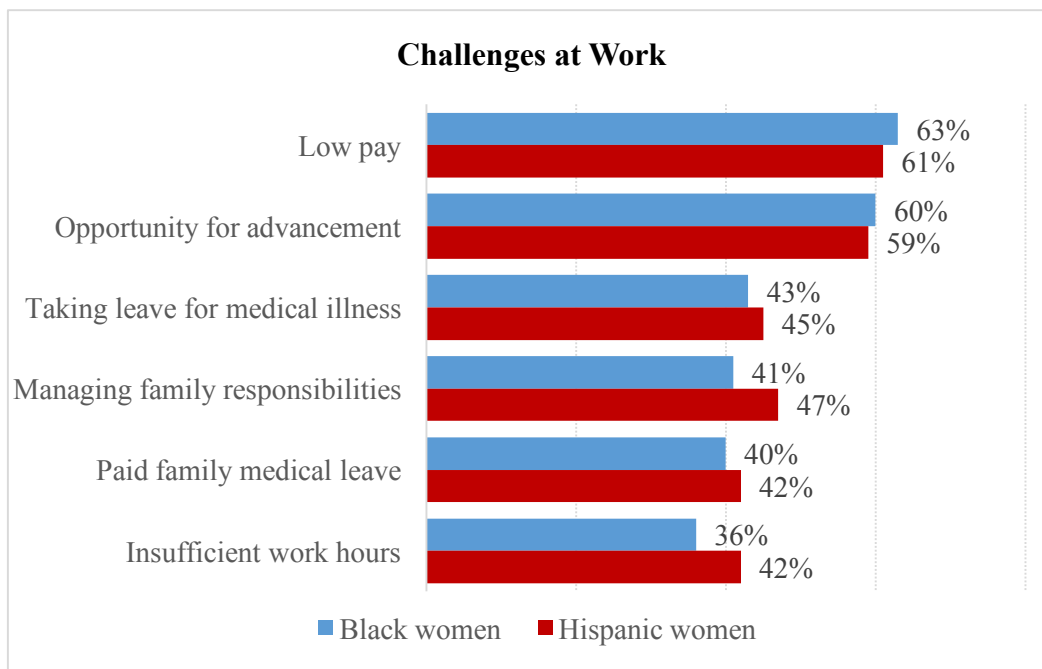
- An overwhelming majority would like the next president to focus on improving the nation’s economic well-being. 87% of African American women and 88% of Latinas see improving the economic well-being of working families as the “top most important priority” or “one of a few important priorities” for the next president.
- Asked to name up to two “most important” issues facing African American and Hispanic women entering the 2016 election, the economy in general and jobs and unemployment were mentioned by nearly 1 in 2 respondents (see figure above). Health care is mentioned by roughly 1 in 4. Black women were also especially likely to point to race relations and racism (27%), while Latinas were especially likely to identify immigration and deportations (21%). A significant number of both groups also identified education and women’s rights and issues as key issue in this year’s election.



Turning to specific challenges, the CAP survey finds that both working African American and Hispanic women face significant sources of work-related worry and hardship.

- 42% of African American women and 53% of Hispanic women are worried that they or someone in their household might lose their job in the next year.

- 36% of black women and 45% of Latinas report difficulty at work as a result of lack of reliable child care. In fact, a majority of both black women and Latinas report that “reliable child care when you need it,” “high-quality, in-home child care,” “high quality child care centers in your neighborhood or near work,” and “affordable child care” are “out of reach” for them.
- Low pay is an obstacle confronting a large majority of black women (63%) and Latinas (61%)
- Black women and Latinas are also very supportive of greater opportunities for advancement (60% for black women; 59% for Latinas) and opportunities to work more hours (36% for black women; 42% for Latinas).
- More than 40% of both African American women and Latinas are unable to take time off if they or a family member gets sick, and go unpaid if they decide to have a child or if that child gets sick.

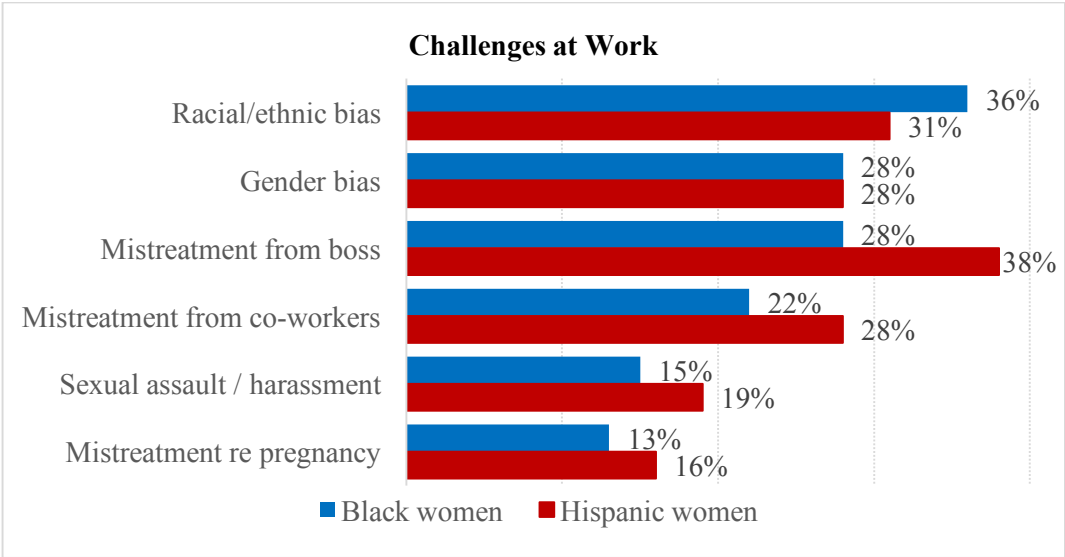


Poor, unfair, illegal treatment at work is also a significant problem for black women and Latinas. The instances here range from being treated poorly by their boss or management (affecting 28% of black women and 38% of Latinas); unfair treatment based on their race/ethnicity (36% of black women and 31% of Latinas) and gender (28% of black women and 28% of Latinas); to dealing with sexual assault or harassment in the workplace (15% of black women and 19% of Latinas) and being treated unfairly due to their being pregnant or planning a pregnancy (13% of black women and 16% of Latinas).

More generally, women of color see reported that race and gender discrimination remain persistent problems in America.

- 42% of African Americans and 32% of Latinas report personally experiencing “a great deal” or “a lot” of discrimination.
- Of those who report experiencing some discrimination, 50% of black women and 45% of Latinas say the bias is based equally on their race and gender.
- 76% of African Americans and 56% of Latinas believe there is “a lot” or “a great deal” of discrimination against African American women.

- A majority (52% of African Americans, 54% of Latinas) see is “a lot” or “a great deal” of discrimination against Latina women.
- Asked specifically about gender and opportunity, 49% of black women and 41% of Latinas say “men have many more opportunities.”



On pay equity, women of color are most likely to see a big gap in pay between their compensation and that for white men.

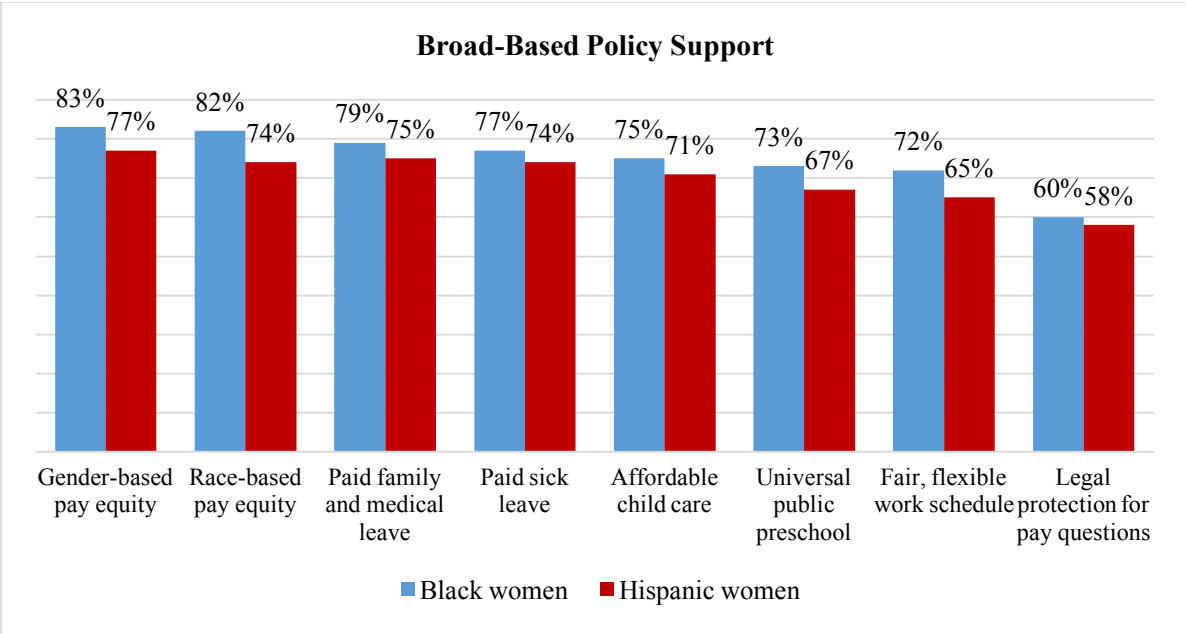
- 66% of black women and 62% of Latinas believe that white men “who do the same work” make more than they do, and almost none from either group think that white men get paid less.
- When asked to compare their pay to white women, 44% of black women and 34% of Latinas see their pay as lower for the same work.
- Finally, compared to men in their racial/ethnic group, only 18% of black women and 20% of Latinas see their compensation as lower for the same work. These figures are especially notable given that black and Hispanic males, on average, earn higher wages than their female counterparts.

Asked what factor drives these pay differences – whether it is gender, race, or both – nearly half (46%) of African American women see it as both race and gender, more than a third (35%) see it as race primarily and one sixth (16%) see the source of pay equity as gender primarily. Latinas, by contrast, are most likely to see it as about gender (39%), with 31% seeing both race and gender as contributing factors and 28% pointing to race or ethnicity as the main factor.

Not surprisingly, respondents were very supportive of a wide range of policies areas that might address many of these hardships and barriers in the workplace. In the most general terms, 81% of black women and 68% of Latinas believe the federal government should do more to enact into law policies like equal pay, sick leave, paid family and medical leave, and affordable child care. This forceful support also has electoral consequences: 79% of black women and 71% of Latinos indicated their greater willingness to support elected officials or candidates who support a greater government role in these policy areas.

Asked about specific policy areas, the level of support is strongest for some form of sick leave, family leave, and pay equity.

- An overwhelming majority favor up to 7 paid sick days per year (77% of black women and 74% of Hispanic women).
- On family leave, 79% of black women and 75% of Latinas favored some pay, up to 12 weeks, for a new child, serious illness, or serious illness in the family.
- On pay equity, the support is also overwhelmingly strong for gender equity (83% and 77%) and for racial equity (82% and 74%).
- Support is also very strong (if slightly lower) for the right to request a flexible, fair, and predictable work schedule (72% for black women and 65% for Latinas), for a universal public preschool program (73% for black women and 67% for Latinas), and for help to lower the costs of child care for lower and middle income families (75% for black women and 71% for Latinas).
- There is also solid, if somewhat lower, levels of support for laws that protect against discussing pay or asking questions about pay (60% for black women and 58% for Latinas).



Methodology Statement: Latino Decisions interviewed 800 Hispanic women (Latinas) and 800 black women who are registered to vote across four 2016 battleground states: Colorado, Nevada, Virginia, and Florida. Interviews were collected from a random selection of online respondents and all women confirmed they were registered to vote before participating in the survey. Overall, the sample of 800 Hispanic women has a credibility interval of 3.4 percent, as does the sample of 800 black women. Each state sample of 200 Black women or 200 Hispanic women has a credibility interval of 6.9 percent, and more caution should be used when interpreting results with smaller sample sizes.