

Implicit Bias and Its Impact on Women

EARLY CARE AND EDUCATION

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IMPLICIT BIAS AND ITS IMPACT...

The Challenge and Social Imperative



“The time is long overdue for society to recognize the significance of out-of-home relationships for young children, esteem those who care for them when their parents are not available, and compensate them adequately.”

-- Neurons to Neighborhoods, 2000

IMPLICIT BIAS AND ITS IMPACT...

Economic Impact of the ECE Industry



- Generates **\$1.9 billion** annually in gross receipts
- Directly supports **65,139** full-time equivalent jobs
- Draws over **\$918 million/year** in government investments
- Supports 15% of workforce (parents) who earn over **\$22 billion/year**



-- Economic Impact of the ECE Industry in LA County, 2008

IMPLICIT BIAS AND ITS IMPACT...

Composition of the ECE Workforce



Non-Traditional Students

- 1st Generation College Students
- Women
- Older
- Immigrants
- Working Parents



IMPLICIT BIAS AND ITS IMPACT...

On Children, Families and Businesses



- 90% of a child's critical brain development happens by age 5
 - Yet, average *income for a full-time child care worker is \$21,490*
- 60% of child care funding in US comes directly from parents
 - Average annual *cost of center-based infant care is \$19,790* – nearly half the income of a family of three living at poverty level
- Lack of child care options lead to employee absence, tardiness, and loss of concentration at work
 - Costing businesses *\$3 billion annually* in the US

-- Child Care Aware of America, 2014

IMPLICIT BIAS AND ITS IMPACT...

On the ECE Workforce



- Despite a 2-fold increase in child care costs to parents since 1997, *childcare workers have experienced no increase in real earnings.*
- Childcare workers earn less than *adults who take care of animals*, and barely more than *fast food cooks.*
- *46%* of childcare workers reside in families *enrolled in at least one public support program* (i.e., EITC, CHIP, SNAP, TANF) – compared to 25% of the US workforce

-- Worthy Work, STILL Unlivable Wages, 2014

IMPLICIT BIAS AND ITS IMPACT... Inequities Across the ECE Workforce



- Preschool teachers with *equivalent education* earn about **60%** of what kindergarten teachers earn
- *Teaching staff working with children age 3 or younger earn about 70%* of what those working with children ages 3-5, not yet in kindergarten earn
- **53%** of teaching staff with an AA degree or higher *worry about having enough food for their families*

-- Worthy Work, STILL Unlivable Wages, 2014

ADDRESSING BIAS AND ITS IMPACT... Recommendations and Strategies



- Identify and mobilize a *sustainable, dedicated source of public funding* to upgrade compensation of ECE workers
- Prepare a rational, equitable set of guidelines to determine *regionally-based entry level wages and salary increases* (
 - Based on education/training, experience, seniority))
- Establish workplace standards that facilitate professional practice (*i.e., paid planning time*) and alleviate teachers' stress (*i.e., inadequate staffing; undependable schedules*)

-- Worthy Work, STILL Unlivable Wages, 2014

ADDRESSING BIAS AND ITS IMPACT... Recommendations and Strategies



“[We must] address the entrenched, yet intolerable conditions affecting the ECE workforce, while ensuring that teacher well-being does not come at the expense of the equally urgent economic needs of families, already overburdened by the high costs of early care and education.”

-- Worthy Work, STILL Unlivable Wages, 2014
