



COST OF CAREGIVING

Caregiving costs in Oregon are among the least affordable in the nation. A year of daycare is more expensive than annual tuition at a state university, and elder care costs upward of \$45,000 a year.¹ Yet the average care worker earns just \$20,000 annually.² Oregon's caregiving market is badly broken.



“When I was pregnant with my second child, we could not afford child care for two kids. I had to quit my job, as my husband made more than I did. I was home for nine months [unemployed], really wanting to work.”—Sara, Portland

WHY IT MATTERS IN OREGON

Unaffordable caregiving is a(n) . . .

- ECONOMIC
- WORKFORCE
- EDUCATION
- RACIAL EQUITY
- HOUSING
- TRANSPORTATION

. . . issue.

\$12,000: average annual cost of child care in Oregon—that's 50% of a single parent's median income and 15% of a couple's³

Unaffordable caregiving prevents women from fully participating in the workforce and/or completing their education

Gentrification and displacement make child care even less affordable for women—disproportionately women of color—who rely on family and neighbors for informal childcare

Oregon's 70,000 caregivers are underpaid and nearly all women—disproportionately women of color⁴

COST OF THE STATUS QUO

\$210 billion

boost in national GDP annually from women's increased workforce participation if child-care costs were no more than 10% of family income⁵

PROMISING POLICIES from experts, advocates, and other states

- Ⓜ Ensure paid family and medical leave for all working Oregonians.
- Ⓜ Invest in high-quality early childhood education so it's available, accessible, affordable, and culturally appropriate across the state.
- Ⓜ Ensure access to quality, affordable, and culturally competent elder care and care for people with disabilities across the state.
- Ⓜ Invest in a diversified “care force” of skilled professionals by providing training opportunities, living wages, benefits, and working conditions that allow for dignity, economic security, and access to care themselves.
- Ⓜ Provide unpaid family caregivers with information, training, and support.

What's happening elsewhere?



Infant child-care subsidy



Paid family leave



Early childhood initiative



Paid family leave



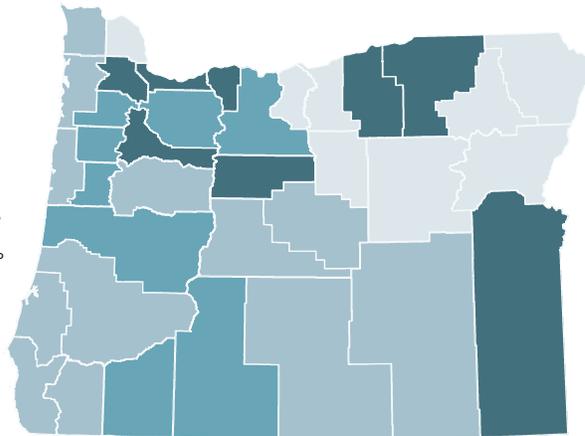
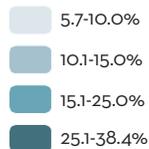
GOOD POLICYMAKING FOR WOMEN AND GIRLS REQUIRES...

> UNDERSTANDING SYSTEMIC RACISM

The “Eight That Can’t Wait” Issue That Intersects with All Others

For an Oregon where all women and girls thrive, all women and girls need to have equitable access to the opportunities it takes to thrive. But right now, many of Oregon’s women and girls of color do not.

Percentage of women who are women of color, by county



Source: Decennial Census 2010

Addressing these inequities requires looking at our state’s history of systemic racism—in particular, the policies and practices that benefited white people and harmed people of color. Throughout the years, laws and practices fostered discrimination in housing, healthcare, education, employment, and pay.

The 2015 Oregon Racial Equity Legislative Report reminds us that the cumulative effect of these policies and practices is the root cause of the economic, social, political, and health disparities identified in Count Her In.

Therefore, public policy must play a major role in correcting these disparities. And as the Women’s Foundation of Oregon develops its own capacity to advocate on behalf of all Oregon’s women and girls, we will continue to lift up the voices of those that have led the way for racial justice in our state.⁶

> EMBRACING INTERSECTIONALITY

Good policymaking incorporates an understanding of the multiple, overlapping factors that play a large role in the life of every Oregonian.

Gender and race are important components of identity, but there are many others. Age, location, disability status, income, religious affiliation, sexuality, gender identity, citizenship status, and primary language are just a few of the many elements that come together to shape our experiences and needs.



> WE’RE HERE TO HELP



WOMEN’S
FOUNDATION
of OREGON

The Women’s Foundation of Oregon is a member-supported, statewide foundation dedicated to improving the lives of women and girls in Oregon. w-for.org

Count Her In is the first report on the status of Oregon’s women and girls in 20 years. CountHerIn.org

COUNT
HER IN

Sources

1. [Count Her In](#), page 32
2. [Oregon’s Care Economy](#), 2017
3. [Count Her In](#), page 32
4. [Oregon’s Care Economy](#), 2017
5. [Economic Policy Institute](#), 2016
6. [Facing Race: The 2015 Oregon Racial Equity Legislative Report](#), 2015; [Coalition of Communities of Color in Multnomah County: An Unsettling Profile](#), 2010; [State of Black Oregon](#), 2015