Noteworthy Findings from AAUW-Sponsored Research:

"Working Black Women in Florida and Economic Insecurity:

A Story of Gender and Racial Inequality"

Mary Gatta, PhD and Jessica Horning, MSSW

* This research uses a realistic index of economic security that is based on family type and allows for some savings. It is a better benchmark than the federal poverty level.
* Black women experience the *highest* levels of economic insecurity in Florida, relative to other race/sex groups.
* 46% of Black full-time workers lacked economic security even though they worked full-time.
* In Florida, 66% of all Black women and half of Black full-time working women do not earn enough to reach economic security for their family type.
* 90% of Black single mothers fall below economic insecurity even though they are employed.
* Occupational segregation helps explain the pay gap. In Florida the top three occupations where Black women are concentrated are: nursing, psychiatric and home health aides; customer service representatives; and cashiers. These occupations are typically low paying with little opportunity for employment-based benefits or retirement savings.
* 70% of Florida Black women who work full-time as nursing, psychiatric and home health aides and 70% of those who work as customer service representatives are economically insecure.

Top Recommendations

* Find ways to open higher-paying careers to Black women.
* Raise the minimum wage and subminimum tipped wage in Florida.
* Provide paid leave and paid sick days to all Florida workers.