



OVERTURE:

Stories of Service, Survival,
and Strength in
the Time of Covid

Monday, March 1st
6:00 pm
Virtual

Kevin Knarr
Graduate Assistant, Gender Studies
Clinical Mental Health Counseling Program

UMSL





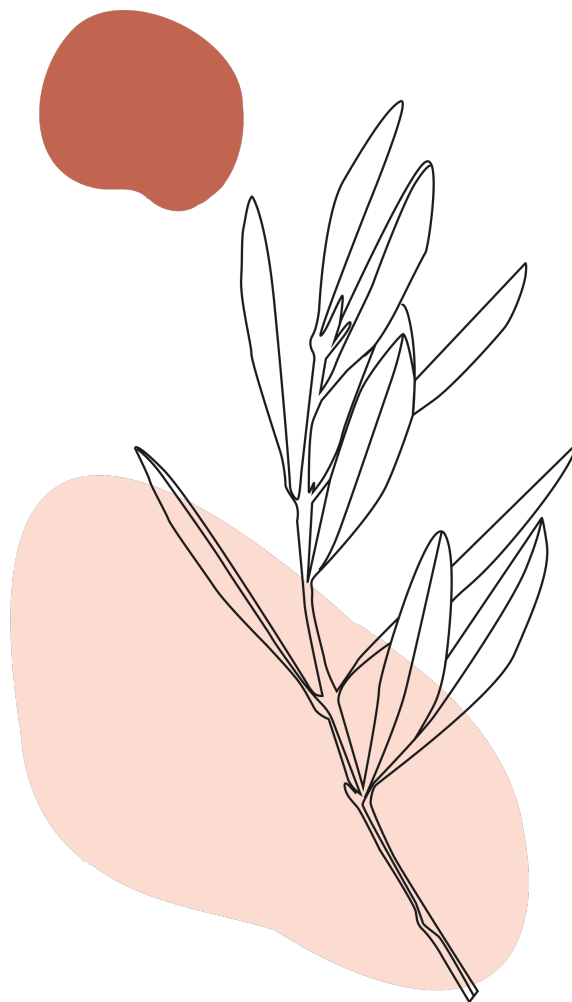
Women, and especially BIPOC women, have disproportionately shouldered the devastating physical, emotional, and economic impacts of COVID-19. Overture seeks to celebrate and honor the voices of women working to strengthen our communities, heal our sick, teach our children, and bravely guide us into a new future.





Thank you to our sponsors:

- ① **UMSL** | Diversity, Equity & Inclusion
 - ② **UMSL** | Gender Studies
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WOMEN'S HISTORY MONTH 2021

3/1 Kickoff Event - Overture: An Evening of Womxn's Storytelling: Stories of Service, Survival, and Strength in the Time of COVID.
6:00pm, Virtual, Sponsored by COBE & Gender Studies
NPC International Badge Day
All Day, Virtual, Sponsored by Panhellenic

3/3 Women's Basketball Conference Tournament
TBD, Sponsored by Athletics

3/8 International Women's Day
All Day
Body Positivity
3:00pm - 4:00pm, Virtual, Sponsored by Campus Recreation

3/9 Amp It Up: Turning Up Women's Leadership is Good for Business
3:00pm, Virtual, Sponsored by Office of Student Involvement

3/10 Softball Home Opener - doubleheader vs Winona State
1:00pm and 3:00pm, Sponsored by Athletics, Watch the game at GLVCSN.com/umsl

3/12 Women's Soccer vs William Jewell
1:00pm, Sponsored by Athletics, Watch the game at GLVCSN.com/umsl

3/13 Women's Leadership Institute
10:00am - 1:00pm, Virtual, Sponsored by Office of Student Involvement

3/15-3/25 Penny Wars to benefit Haven of Grace
On Campus (OSI Front Desk), Sponsored by Associated Black Collegians, Student Government Association & the Office of Student Involvement

3/16 All it takes is coffee...and a little bit of courage: A conversation with Joan Phillips, UMSL's newly appointed and first woman Dean of the College of Business Administration
2:00pm - 3:00pm, Virtual, Sponsored by COBA, Gender Studies and Office of Student Involvement

3/17 Work It Girl!
4:00pm - 5:30pm, Virtual, Sponsored by Succeed Program
Lives On The Edge: Colonial St. Louis Women: A See STL Virtual Tour from the Missouri Historical Society
6:30pm - 8:00pm, Virtual, Sponsored by Black Futurity Group, English Department and Gender Studies
Virtual Self Defense Class
3:00pm - 4:00pm, Virtual, Sponsored by UMSL Police Department

3/20 Women's Volleyball vs Illinois Springfield
10:00am, Sponsored by Athletics, Watch the game at GLVCSN.com/umsl
Women's Volleyball vs William Jewell
4:00pm, Sponsored by Athletics, Watch the game at GLVCSN.com/umsl

3/22 Women's History Month Chalking with the Honors College
4:00pm, Virtual, Sponsored by Honors College

3/24 Women's Trailblazers Awards
2:00pm, Virtual, Sponsored by COBE

ALL MONTH LONG Hygiene & Menstrual product drive
Sponsored by Panhellenic

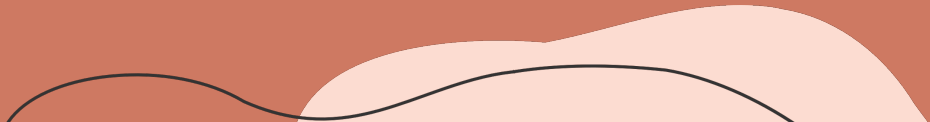
For details on each event, please visit the MyEngage calendar at myengage.umsl.edu

UMSL
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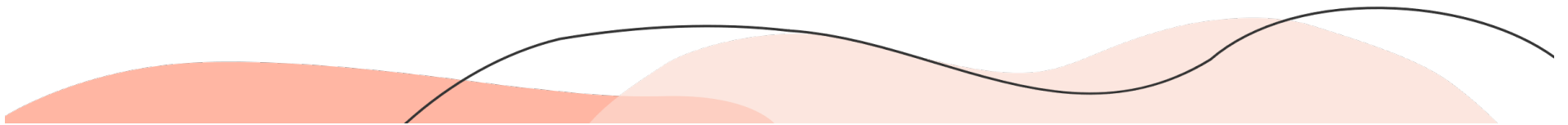
Background and Research

*COVID-19 and
Working Women*



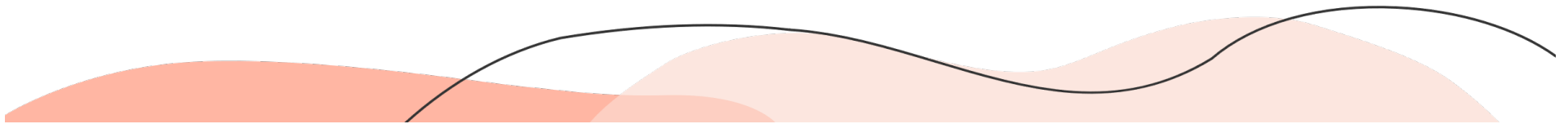
Working Women in America

- Prior to the COVID-19 pandemic, nearly half of all working women (46%) worked in low wage positions, with median earnings of \$10.93 an hour.
- This percentage is higher among Black women (54%) and Hispanic or Latinx women (64%) when compared to white women (40%), reflecting the systemic racism endemic to housing, employment, and education.
- Occupations dominated by women and people of color have been systematically excluded from federal and employment protections.
- Evidence also suggests that as an occupation becomes more female-dominated, median wages decline.



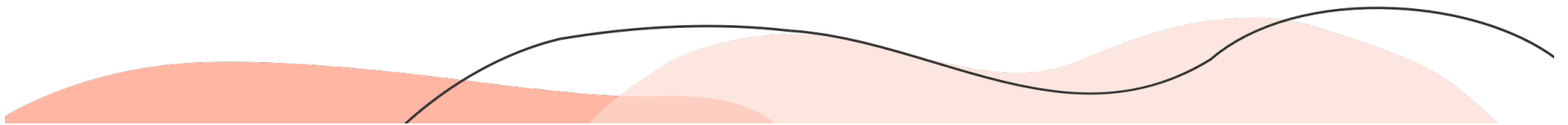
Working Women and Childcare

- One in four working women (15.5 million) has a child under the age of 14 at home.
- Full-time working mothers spend an average of 50% more time each day caring for children compared to full-time working fathers.
- 17% of working women rely on childcare and schools to keep their children safe while they are at work.
- Childcare represents a major financial burden for women: a 2018 study found that average childcare costs in every state exceed the federal definition of affordability.
 - As childcare becomes more financially inaccessible, more women are likely to leave the workforce.



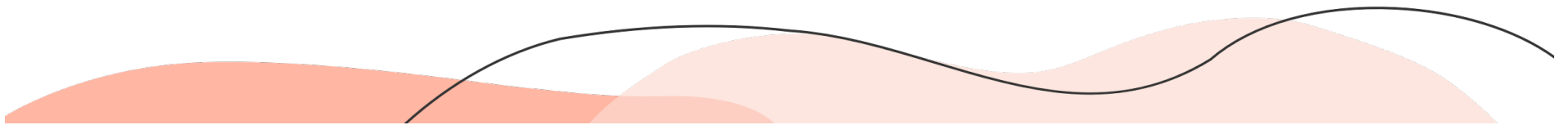
COVID-19 and Working Women

- Working women are experiencing the worst effects of the COVID-19 recession, unlike previous economic downturns.
- This economic crisis has predominantly shuttered industry sectors that overemploy women – restaurants and retail establishments, hospitality, childcare, and health care. This is contrasted with past recessions, which primarily affected male-dominated sectors like construction, manufacturing, transportation, and utilities.
- COVID-19 related shutdowns have closed schools and daycare centers nationwide, making it harder for women to keep working.
 - Furthermore, fewer women are employed in jobs that allow them to telecommute (22% of female workers compared to 28% of male workers)



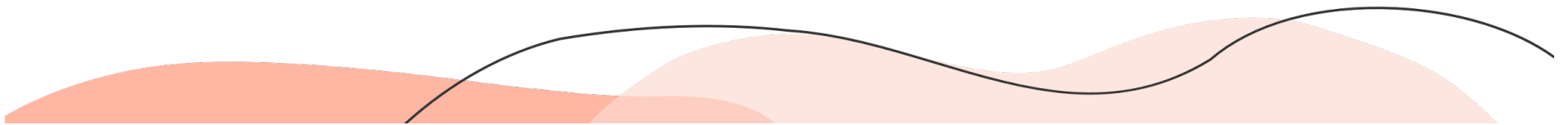
COVID-19 and Working Women

- The unemployment rate for women jumped by more than 12% between February and April 2020 (compared to less than 10% for men).
- The employment rate dropped 15% for women without a college degree.
- In a survey conducted from May to June, one out of four women who became unemployed during the pandemic cited lack of childcare as the reason for their job loss.
- This situation remains untenable: one recent study cited that 80% of parents plan to work and facilitate remote learning, and 90% have both school-aged and younger children to care for, on top of work and personal obligations.



Long-term Implications on Gender Equity

- The impacts of COVID-19 on women and working mothers may last long beyond the pandemic.
- One study found that women who took one year out of the workforce had annual earnings 39% lower than women who did not.
- A significant portion of the childcare available pre-pandemic is not likely to return. If mothers are unable to access viable childcare due to a lack of providers, they may be unable to return to work.
- This will likely be compounded by racial and class divisions: childcare deserts are more likely to be found in low and moderate-income neighborhoods and rural communities.





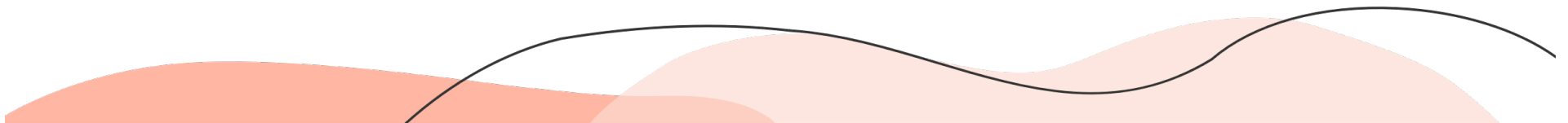
Background and Research

*COVID-19 and
BIPOC Women*



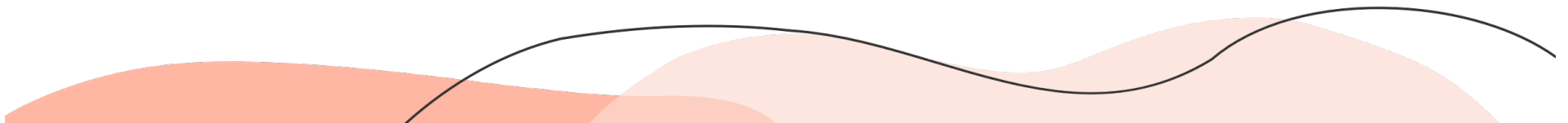
COVID-19 and BIPOC Women

- BIPOC women represent the nexus of multiple oppressions that leave them particularly vulnerable to the widespread stressors of the pandemic.
- While existing data reflects immense disparities in the impact of COVID-19 on Black and Latinx communities, over half of states do not report on Indigenous populations, instead lumping these myriad and diverse cultures into "other."
- Black, Hispanic, and Indigenous communities generally have higher rates of pre-existing conditions associated with increased risk for COVID-19 infection and more severe symptomology.
- This is compounded by environmental racism. According to a 2018 report, people of color are disproportionately affected by air pollution due to proximity to pollutant-emitting facilities. Black populations were the most affected, with exposure 54% above average.



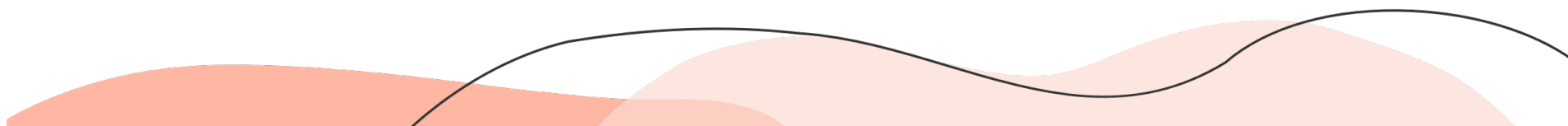
COVID-19 and BIPOC Women

- The May 2020 Labor Dept. reflects that Black and Hispanic populations have the highest unemployment rates in the country.
- While only 13% of white respondents reported being unable to pay a bill recently, this was true of 37% of Black respondents and 39% of Hispanic and Latinx respondents.
- Women of color are both more likely to be unemployed and, if employed, more likely to be essential workers. This exposes them to greater health risks and further strain for childcare and social support.
- Black workers make up 1 in 6 of all front-line industry workers.
- 18.8% of Black women workers lost their jobs between February and April.



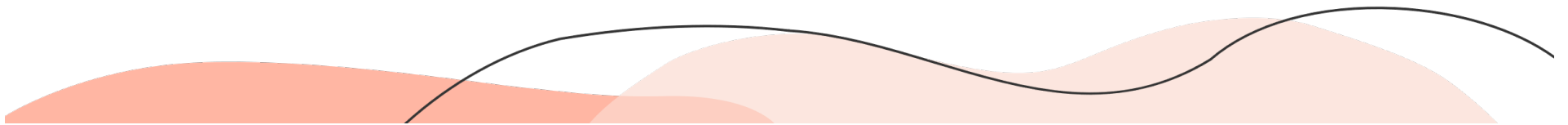
BIPOC Women, COVID-19, and Health

- The rate of death from COVID-19 in Black communities is nearly double (1.8x higher) than the general population.
- Black women are 3.6x more likely than white women to be single heads of household with children under the age of 18.
- Aside from the noted pay disparity, there is also a benefit gap between BIPOC workers and white workers. Workers of color are significantly less likely to have health insurance, paid sick days, or the ability to work from home.
 - Black workers are 60% less likely to be insured than white workers.
 - Latinx workers are over 3x less likely to be insured than white workers. Undocumented workers are much more likely to be uninsured: at least 45% of undocumented immigrants are uninsured.



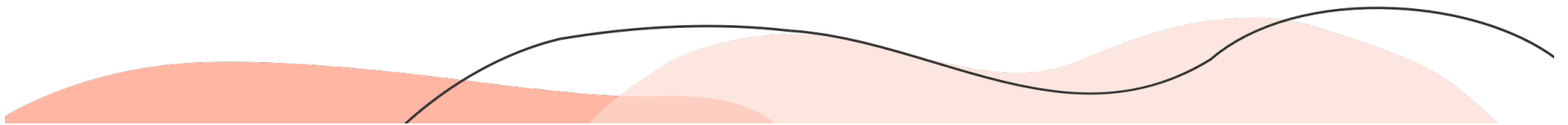
BIPOC Women and COVID-19

- In smaller and/or densely populated home environments, effectively isolating vulnerable family members poses a huge logistical difficulty.
 - 29.2% of African-American households live in structures that include five or more units – more than double the rate of white households
 - Latinx workers are 2.6x more likely than white workers to live in households with three or more generations, including older and vulnerable family members.
- Remote learning further exposes economic and racial disparities
 - Compared with white households, 5% fewer Black households have a computer in their home, and 10% fewer have a broadband internet subscription.



BIPOC Businesses and COVID Economy

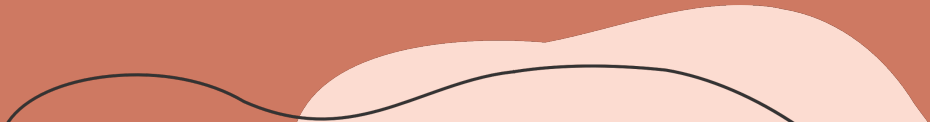
- Businesses owned by people of color are more vulnerable to closure due to COVID-19.
- Just 9.4% of U.S. businesses are owned by African Americans, but 40% of these businesses are in the five most vulnerable sectors (including leisure, hospitality, and retail).
- A survey of Black and Latinx owned businesses cited that very few who applied for the first round of PPP funding were approved. Many POC-owned businesses lacked preexisting relationships with lenders who could prioritize their claim in an extremely crowded and competitive marketplace.





Roundtable Discussion

*UMSL Women:
Caretaking, Self-Care,
and Survival*





References

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