



INCREASING WORKPLACE EQUITY AND SUPPORT

NEVADA ECONOMIC JUSTICE WORKGROUP

WORKPLACE EQUITY AS VIOLENCE PREVENTION

For individuals to live healthy lives free from violence, workplace equity and economic support is vital. Support could include paid family leave, sick leave, living wages, subsidized childcare, and safe working conditions. We must prevent violence through economic opportunities that reduce risk factors and help victim-survivors escape abuse and future re-victimization.

Through self-sufficiency, power imbalances decrease, which improves everyone's ability to break free from the cycle of violence.

Victim-survivors who leave abusive relationships, often leave behind financial security, and because of co-occurring financial abuse, have almost no survival resources. Without a job that offers basic support and a living wage, individuals get trapped, causing dependency on an abuser.

“ These policies could have an impact on reducing sexual violence by increasing economic stability of women and their families, given that economic inequality is a known risk factor for sexual violence victimization. [1] ”

Violence will not end if we continue to uphold systems that disadvantage our communities.

Female identifying individuals are often the familial caregiver, including birthing/adopting and raising children, as well as caring for ill or in-need family members. They often leave the workforce because of a lack of paid familial and maternity leave. “Only 19 percent of workers in the United States have access to paid family leave through their employers, and just 40 percent have access to personal medical leave through employer-provided short-term disability insurance.” [2]

Being pushed out of the workforce further accentuates power imbalances, which is the basis of all abuse, and increases the risk of power-based violence. Workplace equities and supports can create financial self-sufficiency.



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19% of US workers have access to paid family leave through their employers

40% have access to personal medical leave through employer-provided short-term disability insurance.

Workplace Equity in Nevada

In a 2018 report, *The Status of Women in the States*, Nevada received a grade of D- for employment and earnings, a D for poverty and opportunity, and a C- for work and family balance. [3] While Nevada is on track for increasing our minimum wage to \$12 an hour by 2024, Nevada workers are struggling now with the crushing effect of inflation.

Twelve dollars an hour is far from an equitable wage. On top of that, we lack state protections for paid family leave and guaranteed paid sick leave. Our communities would be more economically stable if the minimum wage was increased to at least \$15. “Enacting a higher minimum wage (\$15) is one of the most surefire paths lifting the prospects of millions of low-wage workers.” [4]

Nevada’s workforce is concentrated in entertainment and hospitality sectors, so, Nevada must stop undervaluing those jobs. Nevadans can thrive by enacting a livable minimum wage that increases as the cost-of-living increases, but we must act now.

Nevada is also making efforts to adopt state protective factors guaranteeing equal rights regardless of race, color, creed, sex, sexual orientation, gender identity or expression, age, disability, ancestry, or national origin. While the Nevada Legislature did vote to ratify the federal Equal Rights Amendment (ERA), it was 35 years after the deadline and too late for the amendment to be added to the U.S. Constitution.

Nevada voters will now decide whether to adopt the Nevada Constitution to guarantee these protections. If passed, having ERA protections in the state constitution will provide women, women-identifying individuals, and marginalized communities with protections and the possibility of closing wage gaps in the workplace.

Status of Women in the State’s 2018 Report



[1] Basile PhD, Kathleen C. et al. 2016. STOP SV: A Technical Package to Prevent Sexual Violence. Centers for Disease Control and Prevention. Retrieved from: <https://www.cdc.gov/violenceprevention/pdf/sv-prevention-technical-package.pdf>

[2] National Partnership for Women & Families. Paid Leave. Retrieved from: <https://www.nationalpartnership.org/our-work/economic-justice/paid-leave.html#>

[3] Status of Women in the States. March 2018. The Economic Status of Women in Nevada. Retrieved from: <https://statusofwomendata.org/wp-content/themes/witsfull/factsheets/economics/factsheet-nevada.pdf>

[4] Greenhouse, Steven. 2015. How to Get Low-Wage Workers into the Middle Class. The Atlantic. Retrieved from: <https://www.theatlantic.com/business/archive/2015/08/fifteen-dollars-minimum-wage/401540/>