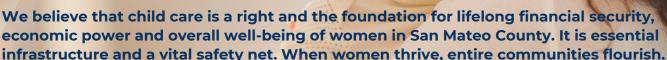


**COMMISSION ON THE STATUS OF WOMEN** 



# San Mateo County

#### **Snapshot of Our Community**

Of the 737,888 people who live in San Mateo County, 386,376 are women and 41,000 are children ages 0–12. Due to the high cost of living, 79,927 are rent burdened. Average annual child care costs are \$15K–25K. Low wages for the 5,300 child care workers drive a shortage of over 2,829 workers resulting in a deficit of 17,000 child care slots. Child care challenges – from low wages for providers to high costs to families – have lifelong implications on women, children and families.

### **Drivers**

Impacts on women of child care crisis & lifelong caregiving



#### **ECONOMIC INJUSTICE**

Poverty wages for child care workforce. Pay penalties for women and caregivers.



#### **INEQUITABLE INFRASTRUCTURE**

Chronic underfunding in facilities and workforce development plus insufficient systems exacerbate gaps in care and inhibit cross sector collaboration.



#### **BIAS & POWER**

Racism and sexism are root causes of systemic injustice that go unchecked due to power imbalances.





### **Your Power**

**CONNECT, SHARE, MOBILIZE & ACT** 

Visit our website to learn more, make your voice heard and find resources to drive change

# **Our Survey**

**Voices of Women in San Mateo County** 

#### **Respondent Info**

- 389 total respondents
- 80% between 30-50 years old & have children under 18; 20% have child with special needs
- 83% use child care to work
- 50% often do unpaid work (outside home)
- 44% nonwhite

### **Child Care Impact**

- 88% say it impacts their lives
- 68% delay or abandon career opportunities
- 60-70% have to leave work early or arrive late
- Half lost income, experience stress or partner conflict and over 20% report illness

#### **Potential Benefits**

- Save/invest more money, pay for housing and basic needs
- Less stress/improved mental health
- More time with children/families
- Freedom to pursue professional development

#### Solutions

- County office to elevate children's well-being
- Dedicated funding to support liveable wages for child care workers and expand access for families
- Multi-sector coalitions with business, housing & others
- Support for policies including paid family/sick leave and flexibility for workers



https://www.smcgov.org/csw

### **COMMISSION ON THE STATUS OF WOMEN**

# Child Care is a Right

& the Foundation of Economic Power and Well-Being

"I am a single parent who provides 100% caregiving outside of work. My day starts at 6am and goes full speed until 10pm, seven days a week...The financial, emotional, and physical labor of childrearing falls on [the single working parent] with seemingly no tangible support from public entities. Where programs and policies do come into place, they benefit only a fraction of the people who need help and often operate with rigid criteria for qualification. Child raising in isolation has had extremely adverse impacts on my mental health..."

- Ana



# **DRIVING** CHANGE





## Income/Wealth

"If I had access to affordable childcare I would have some savings built up so I didn't have to decide if I was going to buy food or go to the laundromat and do laundry."

- Extra caregiving responsibilities plus pay penalties at work cost women an average \$17K per year (\$38K for Latinas)
- In our county, 73% of parents turned down work, 68% delayed professional development and 55% lost income due to child care challenges
- With universal child care, 83% would save or invest more.
- Expanding child care access would increase employment for moms by 17% with lifetime financial benefits of \$94,000



**UNIVERSAL CHILD CARE + FAIR PAY** 



### Health/Well-Being

"I always feel that I am failing as an employee and mother. It's very depressing."

- Nearly 9 in 10 women said child care challenges impacted their lives with half experiencing stress/conflict with partners as a result
- Domestic violence survivors express the need for affordable, flexible, and reliable child care as essential to safety and stability for themselves and children
- 75% say policies like universal child care access or paid leave would improve their well-being and lower stress



UNIVERSAL CHILD CARE + EXPANDED LEAVE



# Housing

"I sleep 4 hours a night because only way can manage work and child care and cost of child care and housing in bay area."

- Underfunding child care is the root cause of issues such as economic, housing and food insecurity (2023 Sustainable San Mateo County
- Stable, affordable housing and high-quality, affordable child care are key to parent's economic stability and children's healthy development.
- Investments in child care that increase quality and access not only help family budgets but also increase local property values.

AFFORDABLE HOUSING + UNIVERSAL CHILD CARE 🎉





## **k** Child Care Workforce

"Our children are the future - they deserve the best care. Paying teachers well means they can take care of themselves and their families and do a good job."

- Child care educators (mostly BIPOC women) make less than 98% of all other professions and experience poverty at 8X the rate of K-12 teachers
- Paying early educators a livable wage in San Mateo County would create an economic annual benefit of \$389M and mitigate the shortage of 2,829 workers that drives the deficit of over 17K child care spaces

**FAIR PAY + INFRASTRUCTURE** 



