



## I-1433: Equity and Opportunity for Washington's Communities of Color

### *Addressing disparities in our economy*

People of color are disproportionately represented among those not being paid enough to make ends meet.<sup>1</sup> Discrimination and systemic barriers have left 41% of African American workers and 45% of Latino workers earning less than \$13.50 per hour — double the rate of white workers — and the numbers are even worse for women of color.

Raising the minimum wage will help thousands of people of color who now work in poverty earn a little more to provide for themselves and their families.

The impact of low wages, no benefits, and unpredictable hours affects low wage women and communities of color disproportionately. If you are a worker from communities of color, your children are more than twice as likely to live in poverty — right here in WA State. 65% of Latino children, 60% of Black children, and 59% of American Indian/Alaska Native children live in households with low incomes below 200% FPL, compared to 30% of White children in this state.<sup>2</sup> For nearly two thirds of children at this income level, their parents do not have access to sick leave, according to national data.<sup>3</sup> Their health and ability to succeed in school suffer as a result.

### *Equality for women of color means raising the minimum of wage*

Compared to white male workers, the pay gap for women of color is shocking. Black women make an average of 64 cents to the dollar of white men, and Latinas make just 44 cents to every dollar. The concentration of women of color in minimum wage jobs contributes to the disproportionate pay. While raising the minimum wage alone won't close that gap, studies show that raising the minimum wage helps narrow the gender wage gap by increasing wages for workers at the very bottom.<sup>4</sup>

### *No one should be forced to give up a day's pay because they're sick or must care for a sick child*

Only 46% of all Latino workers and 53% of Native American workers earn sick and safe leave to care for themselves or others when they're sick. Immigrant workers are also less likely to have sick leave than their US-born counterparts. For example 63% of US-born men have access to paid sick days, compared to just 50% of immigrant men.<sup>5</sup> This means many people of color must choose between losing a day's pay and coming to work sick. It's wrong, and we can do something about it!

### SUPPORTERS:



## ABOUT US

Raise Up Washington, a coalition of union, faith and community organizations, is now collecting signatures for Initiative 1433. If approved in November, I-1433 would incrementally raise Washington State's minimum wage to \$13.50 by 2020 and allow all workers to earn paid sick leave.

## JOIN OUR EFFORT

You can help pass I-1433 and Raise Up Washington!

**COLLECT SIGNATURES** — I-1433 petitions are now available. Collect signatures from family, friends, co-workers, neighbors, and at farmers' markets and other community events. Just email the campaign at [info@raiseupwa.com](mailto:info@raiseupwa.com).

**ENDORSE** — Add your name to the growing list of organizations, unions, small businesses, and community leaders supporting I-1433. Just visit [RaiseUpWA.com](http://RaiseUpWA.com) or email the campaign at [info@raiseupwa.com](mailto:info@raiseupwa.com).

**CONTRIBUTE** — Make a contribution to support the campaign at [RaiseUpWA.com](http://RaiseUpWA.com)

1 Budget and Policy Center, Three Reasons to Raise Minimum Wage. January 2016.

2 Budget and Policy Center, <http://budgetandpolicy.org/schmudget/Poverty%20Factsheet%202015%20V6.pdf/>

3 Clemons-Cope, et al., Pediatrics 2008, 122:480-486.

4 [http://www.nwlc.org/sites/default/files/pdfs/higher\\_state\\_minimum\\_wages\\_promote\\_fair\\_pay\\_for\\_women\\_may\\_2015.pdf](http://www.nwlc.org/sites/default/files/pdfs/higher_state_minimum_wages_promote_fair_pay_for_women_may_2015.pdf)

5 Economic Opportunity Institute, January 2016.

6 <http://iwpr.org/publications/pubs/paid-sick-days-access-and-usage-rates-vary-by-race-ethnicity-occupation-and-earnings>