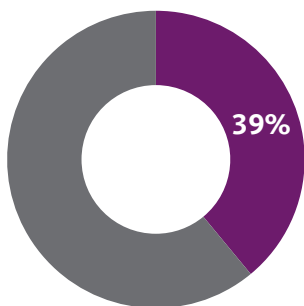


Employment Equity: The Path to a More Competitive Mississippi

Mississippi’s future competitiveness depends on the participation and inclusion of all of our residents, especially those who are locked out of the economy. Employment equity—when everyone who wants to work has a good job that pays family-supporting wages—is the path forward. By addressing lingering societal barriers to full economic inclusion and connecting more Mississippians to career pathways, we can reduce economic insecurity, meet employers’ needs for talent, and bolster economic growth, building a prosperous Mississippi for all.

Nearly 600,000 working-age adults in Mississippi are economically insecure ...

- Economically Insecure
- Economically Secure



...growth is not reaching everyone. Of economically insecure adults,



46% are stuck in low-wage jobs

10% are looking for work

44% are out of the labor force

“If you get a job, it’s going to be a minimum-wage job, and most employers don’t want to hire women.”

- ERICA, BILOXI FOCUS GROUP

Mississippi would be stronger with employment equity. With full employment for all,** Mississippi could have seen...

\$2.5 billion

in additional economic activity (GDP)

This translates to 69 percent of what the state spent on K-12 education in 2016.

170,852

more people connected to work

47,376

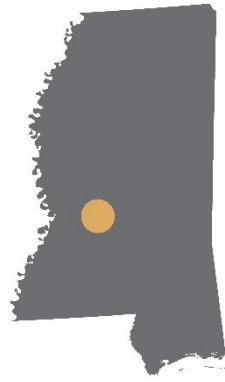
fewer people in poverty

\$559 million

in additional tax revenue

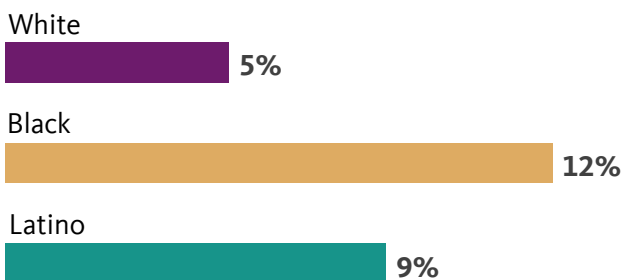
GDP growth with full employment would be felt across the state

+\$315 million
in Jackson

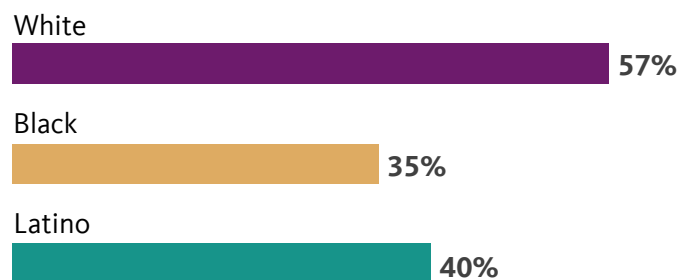


Employment equity means closing racial and gender gaps in unemployment and wages

% female unemployed



% of full-time female workers earning at least \$15/hour



What's holding Mississippians back?

- limited childcare and transportation options
- skills and gender bias in the labor market
- criminal background checks

“If you’re a woman, and you have a felony it’s a character flaw, but for a man its seen as being young, or a mistake. Especially in the construction and trades.”

- DARLA, BILOXI FOCUS GROUP

The way forward: Employment equity.

- 1) **Expand access to quality and affordable childcare** through increased funding for the Child Care Payments Program and local revenue sources.
- 2) **Couple childcare with nontraditional workforce training for mothers** in industries like advanced manufacturing, construction, and shipbuilding.
- 3) **Close the gender wage gap** by enacting equal pay legislation.

Data analysis from the [National Equity Atlas](#), a partnership between PolicyLink and the USC Program for Environmental and Regional Equity (PERE). For details on our methodology, visit <http://plcyk.org/2ApazHr>.
Note: female unemployment rates based on 2016 data while all other data based on a 2012-2016 average.

For the full report:
www.nationalequityatlas.org/reports/reports-analyses

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*Economic insecurity is defined as living below 200 percent of the federal poverty level. Working age defined as ages 25 to 64.

**Full employment for all is defined as unemployment of no more than 4 percent and minimum labor force participation rates of at least 71 percent for men and 57 percent for women across all race/ethnic groups, with all benchmarks adjusted to account for the different age structures of each demographic group.