



We support candidates who support Oregon families.

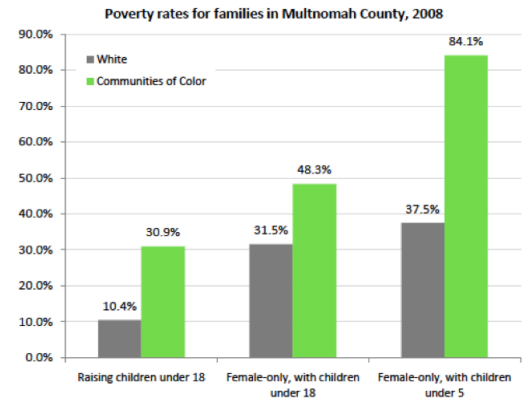
Working Families

1. What do you count as your greatest successes in supporting working families? (If you have ever held elected office, please speak to your experiences supporting working families in this role.)
2. What are your priorities for working families if you win this office?

Maternal Poverty

In Multnomah County, half of all female-headed households with children under 5 (and 84% of those households led by women of color) are living at or below the poverty line.

1. What do you plan to do to systemically address this alarming connection between motherhood and poverty? Please speak to what you plan to do to help reduce maternal poverty in general, but also note specifically which of your suggestions would most impact mothers of color.

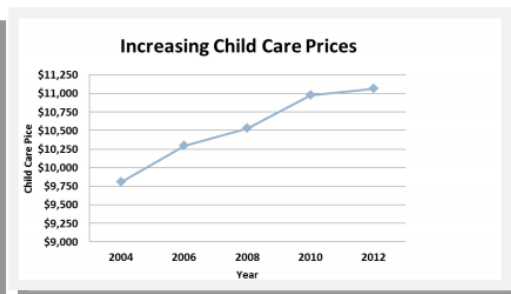
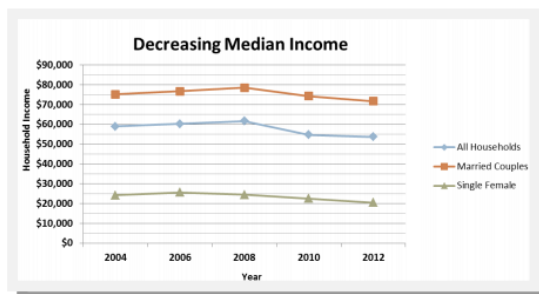


Source: Curry-Stevens, A., Cross-Hemmer, A., & Coalition of Communities of Color (2010). *Communities of Color in Multnomah County: An Unsettling Profile*. Portland, OR: Portland State University.

2. Which city programs do you think should be expanded in an effort to support mothers and to reduce maternal poverty? What should be the city's role in workforce and economic development policies that help mothers?

Child Care

In 2012, Oregon was rated the least-affordable state for center-based infant care. The average cost was greater than 18% of the state median income for married couples with children. A 2013 report from OSU found that the median cost of child care can cost nearly twice as much as college tuition at Oregon's public universities (\$11,064/year for a toddler vs \$6,670 annual college tuition). The same report found that child care costs for Oregon families increased 13% from 2004-12 while household incomes declined 9% (or 15% for single mothers).



Source: *Child Care and Education in Oregon and Its Counties: 2012*. Bobbie Weber, Oregon Child Care Research Partnership

Child care - continued:

1. What is the city's role in ensuring that all families have access to high-quality, affordable child care?
2. Do you support expansions to funding for in-school, wrap-around services (like SUN), until they are offered at every school?
3. How could other city programs be expanded to help families affordably cover their child care gaps during summer vacations and other breaks from school?

Workplace Supports

1. Nationally women are paid just 77 cents for every dollar earned by white men – in Oregon women earn 79 cents to that dollar. Women of color fare worse, with African-American and Latina women earning 64 and 55 cents, respectively, to the dollar earned by white men. Mothers are suffering wage gaps even as compared to women without children – hitting a maternal wall far before they hit the glass ceiling.

The Oregon Labor Commissioner recently commissioned and released a report suggesting a variety of ways we can act, locally, to reduce persistent gender and race-based wage gaps. Among the recommendations are suggestions for how employers can conduct internal audits on hiring, pay, promotion and firing practices – to ensure that women are being paid the same wages as their male counterparts and that women and men doing comparable work are paid equal wages.

As an employer, would you support the city regularly and systemically conducting these types of internal audits? Would you support a preference in contracting that supports this practice among those with whom the city does business? Would you support a requirement for those with whom the city contracts?

2. Last year, the City of San Francisco passed the Family Friendly Workplace Ordinance. This new city-wide law gives certain employees (those working for employers with 20 or more employees) the right to request a flexible or predictable work arrangement to care for a child under 18, a parent over 65, or another family member with a serious health condition. It also gives the employer the right to refuse for legitimate business reasons. Vermont passed a similar law last year, and a number of other countries have supported “right to request” laws in an effort to reduce discriminatory actions that can result from these types of employee requests.

What do you think is the role of the city in moving forward these kinds of workplace support laws? Would you support a similar law here?

Which would you champion?

After this discussion, which of the things we've discussed would be something you would champion if you win this office?

Your campaign plan

1. What is your plan to win this race?
2. How much do you estimate you need to raise to win?
3. What other endorsements have you sought and won?
4. What is your plan for voter outreach?

WHAT IS PAY equality?

Equal pay for equal work

paying the same wages to men and women performing the same work.

Equal pay for comparable work

paying the same wages to men and women performing work of comparable value.



THE GENDER PAY gap affects

SHORT-TERM EARNINGS
LONG-TERM SAVINGS
RETIREMENT BENEFITS
HOUSING SECURITY
& EDUCATIONAL OPPORTUNITIES

