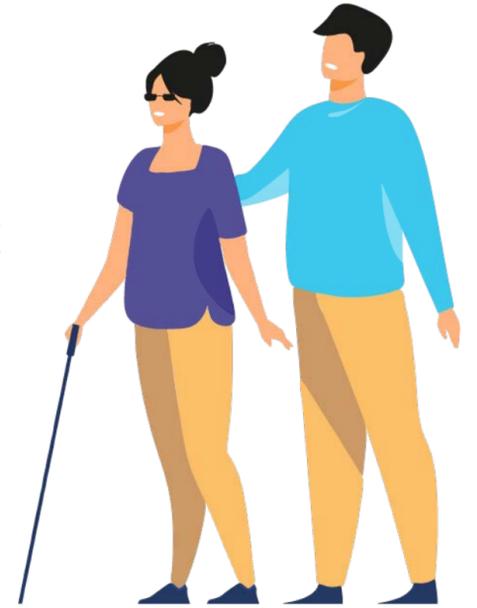




National Caregiver Summit Equity Statement

Race, gender, and class intersect at the core of caregiving. Caregiving (both paid and unpaid) is done mostly by women, Black, Indigenous People of Color (BIPOC) and immigrants. Because of this, caregiving has been valued less historically in the USA. Additionally, caregivers who are undocumented are not able to organize for collective action because doing so puts them at risk of being separated from their families and communities.



Ableism has also resulted in caregiving and caregivers being devalued. The USA has not done enough to ensure the health and well-being for people who have visible and invisible disabilities.¹ Individuals who have disabilities, their families (who are often their primary caregivers) and the professionals who provide care to them struggle to have their essential needs met.

The COVID-19 global pandemic has magnified the need for food, housing, healthcare and living wages for caregivers. The pandemic has placed unrealistic and unsafe expectations for all caregivers. It has always been challenging for unpaid caregivers, but has been even more so during the pandemic as critical supports, like paid caregivers, have no longer been available for respite, assistance and complex medical tasks.

Women of color work in jobs that place them on the frontlines of the COVID-19 pandemic. This includes caregiving, where women of color make-up more than 50% of the workforce for domestic workers, home health aides and nursing aides.² Besides the increased risk of being exposed to COVID, women of color who work as caregivers are also disproportionately represented in industries most affected by recent unemployment claims.³



What is needed now is action in all aspects of caregiving:

- Supporting family caregivers by addressing unmet essential needs (e.g., transportation, food, technology)
- Equitable hiring practices, professional development and career pathways
- Ensuring caregivers have a living wage which includes health insurance.

No matter who you are, where you are - everyone needs to be represented and treated fairly & well. Especially caregivers.

¹ Johnson J. and Woll. J. "A National Disgrace: Health Disparities Encountered by Persons with Disabilities." *Disabilities Studies Quarterly*. 2003. <https://dsq-sds.org/article/view/400/547>

² Center for American Progress, "On the Frontlines at Work and at Home: The Disproportionate Economic Effects of the Coronavirus Pandemic on Women of Color." April 23, 2020. <https://www.americanprogress.org/issues/women/reports/2020/04/23/483846/frontlines-work-home/>

³ Ibid.