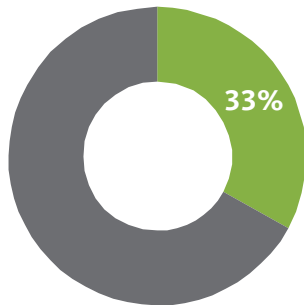


# Employment Equity: The Path to a More Competitive Georgia

Georgia’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 Georgians to career pathways, we can reduce economic insecurity, meet employers’ needs for talent, and bolster economic growth, building a prosperous Georgia for all.

Georgia’s economy is booming, but 1.7 million adults are economically insecure\*...

- Economically Insecure
- Economically Secure



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



half are stuck in low-wage jobs

10% are looking for work

40% are out of the labor force

“[Looking for work in Georgia is a] juggling act. I have to make a lot of sacrifices as a woman in the workforce looking for work. It all comes back to childcare, transportation, and jobs.”

- ANGELIQUE, 47, ATLANTA FOCUS GROUP

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

**\$12 billion**  
in additional economic activity (GDP)

This translates to more than half of the state’s entire 2016 budget.

**384,366**

more people connected to work

**114,546**

fewer people in poverty

**\$2.4 billion**

in additional tax revenue

## Every metro area in the state would see GDP growth with full employment

**+\$6.9 billion**  
in Atlanta



**+\$500 million** in Augusta

**+\$300 million** in Savannah

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

### % unemployed

White



Black



Latino



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

White



Black



Latino



## What's holding Georgians back?

- limited childcare and transportation options
- criminal background and credit checks
- employer discrimination
- skills gap

“If you’re not working, you can receive childcare assistance, but if you are working, you can’t. They tell you your income is too high, but if you have to spend all your money on childcare, why should you bother?”

- TASHA, 32, ATLANTA FOCUS GROUP

## The way forward: Employment equity.

- 1) Remove barriers** that prevent economically insecure workers from accessing good jobs, e.g., ban the box asking about criminal history on job applications; make child care more accessible
- 2) Scale up workforce development efforts** that connect struggling workers to quality jobs and career pathways, e.g., through local and targeted hire
- 3) Grow the base of employers committed to providing quality jobs** to disadvantaged workers and supporting the growth of minority- and women-owned businesses

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://picylk.org/2ApazHr>.

For the full report:

[www.nationalequityatlas.org/reports/reports-analyses](http://www.nationalequityatlas.org/reports/reports-analyses)

©2017 PolicyLink. All rights reserved.

\*Economic insecurity is defined as living below 200 percent of the federal poverty level.

\*\*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.