



TEXANS OF ALL BACKGROUNDS VALUE OUR FAMILIES: TOGETHER, WE'RE DEMANDING TIME TO CARE FOR OUR BABIES

IN TEXAS, WE'RE KNOWN FOR TAKING CARE OF ONE ANOTHER WHEN THE ROAD GETS TOUGH.

Regardless of what we look like or who we love, we put our families first, no matter what. Despite the religion, race, or composition of our families, Texans of all backgrounds know how important well-supported homes and parenting are to our children's futures.

Most Texans find common ground in our deep value for family and friendship. Yet our state's most powerful elected officials try to divide us. They pit us against one another to hide the fact that they aren't looking out for the well-being or future of our families — they're only looking out for their own pockets and their friends in high places.

Together, we can demand that our families and neighbors get what we all deserve! That includes a strong start for every family at birth or adoption, no exceptions — because we know our worth. **United and unafraid, we demand that every Texan family gets the critical time we need to care for and bond with our newborn babies and adopted children.**

OUR PROBLEM:

It costs all of us when Texan families and our children do not get the strong start that we deserve.

- ✓ Overall, 44% of Americans cannot access unpaid leaves, which includes the critical time to take care of our newborn babies or adopted children.¹ The U.S. is one of only eight nations in the world that does not offer some form of paid leave to mothers.²
- ✓ More people are afflicted in Texas: **61% of working people do not have access to any unpaid leave.**³ This means most working Texans cannot take time off from work to care for the children, even without pay.
- ✓ **9,709,000 — or 75% — of workers** in Texas do not have access to paid family leave.⁴ Women's wages are particularly critical to Texan families:
 - 76% of Black mothers, 44% of white mothers, 46% of Latina mothers, and 41% of American Asian and Pacific Islander (AAPI) mothers are key family breadwinners. State-level data is limited for Native American Texans, but nationally 64% of Native American mothers are breadwinners in their families.⁵



IN TEXAS, A TYPICAL WORKER WHO TAKES FOUR WEEKS OF UNPAID LEAVE LOSES MORE THAN \$3,000 IN INCOME.⁶ LOSING \$3,000 IN ANNUAL INCOME IS DEVASTATING TO MOST WORKING TEXAN FAMILIES.

1 <https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families>

2 IWPR report on paid parental leave 2013

3 <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-means-a-stronger-texas.pdf>

4 <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-means-a-stronger-texas.pdf>

5 <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-means-a-stronger-texas.pdf>

6 <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-means-a-stronger-texas.pdf>



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BELOW ARE THE MEDIAN SALARIES IN EACH CITY ACCORDING TO THE BUREAU OF LABOR STATISTICS FOR 2021:

Amarillo: \$46,050

Houston/The Woodlands/Sugarland Metro: \$57,790

Austin/Round Rock Metro: \$60,000

Laredo: \$40,520

Dallas/Fort Worth/Arlington Metro: \$58,020

San Antonio/New Braunfels: \$51,700

El Paso: \$41,650

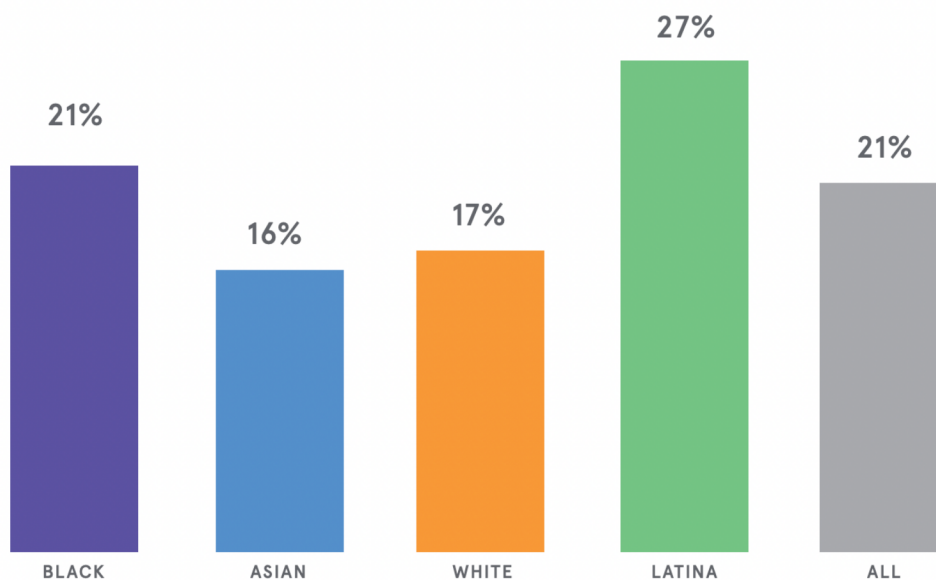
Waco Metro: \$47,179

CHILDCARE:

Childcare is expensive and unaffordable for Texan families of all backgrounds and particularly women. Paid time to be in our homes to care for our newborn baby or adopted child is critical to building a strong society and resilient economy.

- ✓ In their 2022 Economic Issues for Women in Texas report, the Texas Women's Foundation found the percentage of women's income that went toward child care in Texas for 2020: ⁷

Year-Round Full-Time Infant Care as a Percent of the Median Income for Women in Texas, 2020¹⁴



Note: Calculations based on median earnings for full-time year-round workers age (16+) in 2020 and the median cost of year-round, full-time infant care in 2020.

⁶ <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-means-a-stronger-texas.pdf>

⁷ <https://txwfecoissues.org/wp-content/uploads/2022/09/TXWF-report-2022.pdf>



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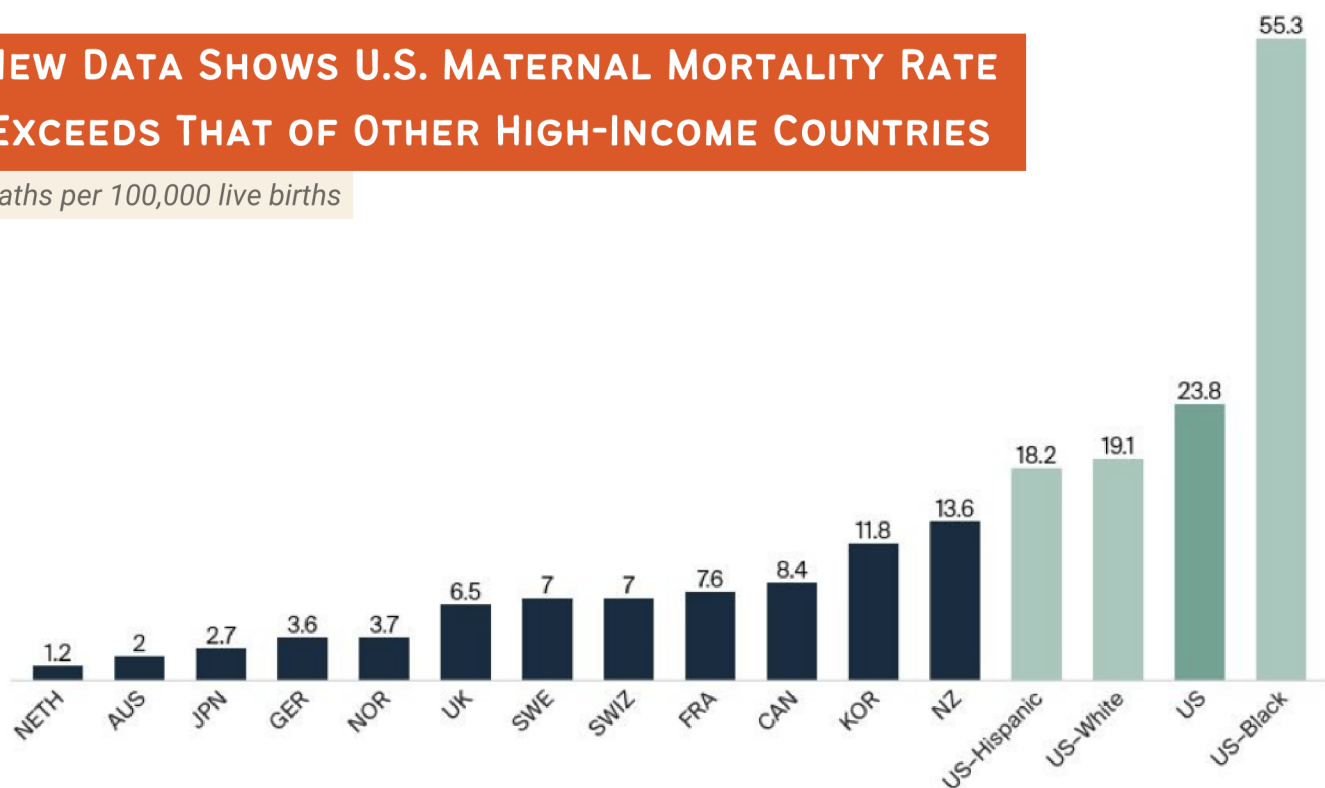
PAID PARENTAL LEAVE BUILDS THRIVING FAMILIES AND PREVENTS MOTHERS FROM DYING.

Texans, regardless of our race, gender, or zip code, care deeply for our families and mothers. Our shared values urge us to demand policy solutions that stop maternal mortality.

The U.S. has one of the highest maternal mortality rates in the world, including among developed countries. Texas' maternal mortality rate is the highest in the U.S. and disproportionately higher for Black mothers. The chart below illustrates the national racial disparity: the Black maternal mortality rate is 55.3 per 100,000 births compared to the overall maternal mortality rate of 23.8 per 100,000 births. The Organization for Economic Cooperation and Development's (OECD)⁸ next country after the U.S. in maternal mortality rate is New Zealand at 13.6 per 100,000 mothers. **Countries that have paid parental leave show lower rates of maternal mortality, and research shows that implementation of paid parental leave decreased maternal mortality⁹.**

NEW DATA SHOWS U.S. MATERNAL MORTALITY RATE EXCEEDS THAT OF OTHER HIGH-INCOME COUNTRIES

Deaths per 100,000 live births



Notes: The maternal mortality ratio is defined by the World Health Organization as the death of a woman while pregnant or within 42 days of termination of pregnancy, irrespective of the duration and site of the pregnancy, from any cause related to or aggravated by the pregnancy or its management but not from accidental or incidental causes. 2015 data for FRA; 2017 data for UK; 2018 data for NZ; 2019 data for SWIZ; 2020 data for AUS, CAN, GER, JAP, KOR, NETH, NOR, SWE, and US.

Data: Data for all countries except US from [OECD Health Statistics 2022](https://www.oecd.org/about/document/ratification-oecd-convention.htm). Data for US from Donna L. Hoyert, [Maternal Mortality Rates in the United States, 2020](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7367791/) (National Center for Health Statistics, Feb. 2022).

Source: Munira Z. Gunja, Evan D. Gumas, and Reginald D. Williams II, "The U.S. Maternal Mortality Crisis Continues to Worsen: An International Comparison," To the Point (blog), Commonwealth Fund, Dec. 1, 2022. <https://doi.org/10.26099/8vem-fc65>

⁸ <https://www.oecd.org/about/document/ratification-oecd-convention.htm>

⁹ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7367791/>



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SOLUTION:

Paid parental leave is good for all of us! Our families, communities, and economy benefit when we are able to care for our children:

SOCIAL IMPROVEMENTS THAT BENEFIT ALL OF US:

- ✓ Paid parental leave allows new parents to bond and care for the newborn baby or adopted child resulting in stronger families, whether Black, brown, or white.
- ✓ Parental leave builds fairness in the household for parents to focus on ensuring their child gets a strong start and not stressing about work or money while providing this valuable, labor-intensive care.¹⁰
- ✓ Moms and babies are healthier when they have access to paid leave.¹¹

ECONOMIC IMPROVEMENTS THAT BENEFIT ALL OF US:

- ✓ In states with paid parental leave:¹²
 - Businesses report improved employee retention, morale, and productivity overall;
 - 89% of employers report a positive or no noticeable effect on productivity¹³
 - 99% report an increase in employee morale¹⁴
 - Women's participation in the workforce is higher — women are more likely to return to work if they have access to paid leave.
- ✓ In Texas, if women in the labor force participated at the same rate as women in countries with paid leave, there would be more than 592,000 additional workers in the state and **\$23.8 billion more in wages earned statewide.**¹⁵

OUR FAMILIES ARE WORTH PAID PARENTAL LEAVE COVERAGE

SHARE THIS FACT SHEET WITH YOUR FAMILY, FRIENDS, LOCAL ELECTED
OFFICIALS, AND PLACES OF WORSHIP.

10 "Paid parental leave can reduce financial stress, allow parents to focus on bonding with their child, and increase gender equality when fathers have more time to participate in child care duties," said psychologist Ashley Schappell D'Inverno, PhD, a behavioral scientist in the Division of Violence Prevention at the Centers for Disease Control and Prevention. "All of these positive effects trickle down to benefit the child and the family as a whole." <https://www.apa.org/monitor/2022/04/feature-parental-leave>

11 Gault, Barbara, et. all. "Paid Parental Leave in the United States. What the data tell us about access, usage, and economic and health benefits". Institute for Women's Policy Research (IWPR). 2013

12 <https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families>

13 Gault. 2013. Pg 11.

14 Gault. 2013. Pg 11.

15 <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-means-a-stronger-texas.pdf>