

RESOLUTION NO. .

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION RECOGNIZING THE UNIQUE CONTRIBUTIONS AND CHALLENGES OF WORKING MOTHERS, ENCOURAGING WORK FLEXIBILITY, AND AFFIRMING COMMITMENT TO DIVERSITY, EQUITY, ACCESS, AND INCLUSION

WHEREAS, in 2021, more than 71% of U.S. women with children under age 18 were employed, according to the U.S. Bureau of Labor Statistics; and

WHEREAS, working mothers who are primary breadwinners are more often women of color; and

WHEREAS, the cost of quality child care is too expensive for many families to afford, with average annual childcare in California ranging between \$10,000-18,000 per child, according to 2021 data from Child Care Aware; and

WHEREAS, according to the U.S. Department of Labor, in 2022 labor market indicators indicated that, during the COVID-19 pandemic women lost more jobs than men, mothers to young children fared worse than women without minor children, and women of color fared worse than white women; and

WHEREAS, working mothers are more likely to quit their jobs or reduce work hours to take care of their children; and

WHEREAS, when a parent who previously worked becomes unemployed, reduces work hours, or leaves the labor force, the entire family may experience mental, emotional, and financial strain; and

WHEREAS, the Department of Labor has recognized that due to historical or traditional gender roles, working mothers in mixed-gender couples, in addition to their employment responsibilities, are likely to perform most unpaid domestic work and childrearing; and

WHEREAS, acknowledging the gender inequalities in the home and the workplace and working to remedy the unique challenges on working mothers are steps toward a more just and equitable society; and

WHEREAS, reasonable work flexibility may better enable working mothers to balance their work and home responsibilities and reduce the mental, emotional, and financial stress on families; and

WHEREAS, reasonable work flexibility can include flexible hours, alternative work schedules, paid time off, increased remote work, or other flexible arrangements, depending on the work environment and responsibilities;

NOW, THEREFORE, IT IS HEREBY RESOLVED that the Board of Supervisors of San Mateo County recognizes the unique contributions and challenges of working

mothers, encourages employers to provide work flexibility, and affirms its commitment to diversity, equity, access, and inclusion.

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