

# Why America's Paid Leave Problem is a Diversity, Equity, and Inclusion Problem

If 2021 was the year of the Great Resignation, then 2022 could be the year of the Great Return. But employees require a new level of support in order to make their way back. As Biden's Build Back Better bill awaits a vote from the Senate, the pressure is mounting for corporations to step in and put inclusive policies in place that both attract talent and retain existing employees.

**THE UNITED STATES** is the only developed country in the world that doesn't offer paid family and medical leave

**ONLY 16% OF AMERICANS** have access to paid family leave through their employers

## Inequities in paid leave for people of color

Likelihood of needing leave compared to white workers:



**66% MORE LIKELY**

**LATINO EMPLOYEES**

**83% MORE LIKELY**

**BLACK EMPLOYEES**

**100% MORE LIKELY**

**NATIVE AMERICAN, PACIFIC ISLANDER AND MULTIRACIAL**



**28% OF BLACK EMPLOYEES** reported having requests for leave denied, compared to **9% OF WHITE EMPLOYEES**



Most common reasons for not taking leave:

- ✓ **INABILITY TO AFFORD UNPAID LEAVE**
- ✓ **FEAR OF LOSING A JOB**



## Inequities in paid leave for LGBTQ+ community



**32% OF LGBTQ+** survey respondents report moving away from family to avoid discrimination, including **38% OF BLACK RESPONDENTS AND 47% OF TRANSGENDER RESPONDENTS**



**CHOSEN FAMILY:** An essential component of a comprehensive, inclusive paid family and medical leave policy is an updated understanding of which individuals count as family.



**LESS THAN 50% OF LGBTQ+ RESPONDENTS** are likely to rely on biological family for support when sick



**ONLY 25%** reported that they were married

## Inequities in paid leave for employee caregivers



**25%**

of new mothers return to work less than **TWO WEEKS AFTER GIVING BIRTH**

**20%**

Women are 20% more likely **TO LEAVE THEIR JOBS** when they don't have access to paid leave

**39%**

**OF FAMILY CAREGIVERS LEFT THEIR JOBS** in 2020 because their work did not provide enough flexibility

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### About Torchlight:

At Torchlight, a LifeSpeak company, we believe that caring is everyone's business, and caring is good for business. We are the only digital-first, caregiver support platform for employers, health plans, and other member organizations. Torchlight empowers organizations with the tools and expertise to help more than 53 million caregivers across the US on their journeys. Unlike traditional call centers and coaching models, Torchlight eliminates the 'middleman' by providing caregivers with direct access to top specialists and expertise in a scalable, cost-effective way. In addition to our commitment to family caregivers, our data-driven approach provides workforce insights to human resource leaders and C-level executives that uncover employee needs and enhance performance outcomes. No matter the age, diagnoses, or obstacles ahead, Torchlight helps resolve the everyday, modern challenges of caregiving before they turn into a crisis. For more information, visit [www.torchlight.care](http://www.torchlight.care).