

PANEL DISCUSSION

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PERSISTENT STEREOTYPES

UNDervalUED WORK

FALLS TO WOMEN WHO ARE PROVIDING CARE in MULTIPLE WAYS
• JUGGLING RESPONSIBILITIES



FINANCIAL STRAIN

HEAVY DEMANDS & LONG HOURS

FATIGUE

LOW PAY

CHALLENGES

RATE of PAY for CARETAKERS IS TOO LOW → LOSING STAFF
* INCREASE PAY *

WE ARE in CRISIS

IMPACT on OUR FAMILIES
WE NEED TIME to BREATHE BEING "ON CALL"
ADDRESS QUALITY of LIFE for CARE GIVERS
--- ANXIETY
--- BURNOUT

POLICY

TREMENDOUS ENERGY OVER PAST YEAR

WAGE SUPPLEMENT

CONSIDERING SMALL BUSINESS
• UTILITY PRICES

TRAINING for CARE WORK is ESSENTIAL
• UNDERSTAFFED WHICH CREATES BARRIERS to TRAINING

PAID FAMILY LEAVE



HUGE WIN for FAMILIES

RELATIONAL PIECE is KEY
• SOCIAL EMOTIONAL DEVELOPMENT

BUILD RELATIONSHIPS BETWEEN CARE GIVER & CARE RECIPIENT

VISION

CARE WORK IS VALUED & PRIORITIZED

SUSTAINABLE ABILITY to TELL our STORIES

FOCUS on HUMANS

QUALITY of LIFE

at CENTER of CONVERSATION

EXPERT WORK

RADICAL IDEA: MONEY OUT of the EQUATION - WE ALL HAVE ENOUGH to LIVE

FINANCIAL SUPPORT

TAP into CROSS-MOVEMENT WORK

ACHIEVE PARITY

across INDUSTRIES → WHAT ARE OUR STANDARDS? (eg. OVERTIME PAY)

PATHWAY to CARE as a CAREER

ADEQUATE PAY

COMMUNAL INVESTMENT

INSPIRATION from MODELS in OTHER COUNTRIES & CULTURES

gender justice SUMMIT
ENVISIONING MAINE'S CARE & CARE GIVING FUTURE
NOVEMBER 13, 2023



GROUP VISIONING



- COMMUNITY GARDENS
- FAITH BASED ORGS
- SCHOOLS
- etc...

LEVERAGE EXISTING COMMUNITY GROUPS & ORGANIZATIONS

DIMINISHING NUMBER of PEOPLE to FULFILL ROLES

LOOK FOR CREATIVE SOLUTIONS e.g. INTERGENERATIONAL OPPORTUNITIES

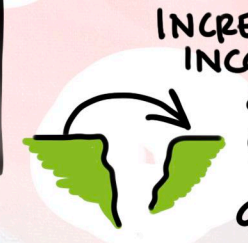
SHIFT AWAY SCARCITY MINDSET

FIND SYNERGIES

MORE RELATIONAL APPROACH with LESS OVERLOAD

POOLING NEEDS & RESOURCES/CAPACITIES

EQUITABLE
• ACROSS RURAL AREAS



INCREASE INFO/ED RESOURCES & SUPPORT



SHARED RESPONSIBILITY

INCREASE EDUCATION IMPORTANCE & VALUE of CARE

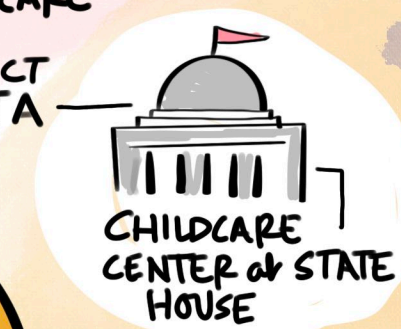
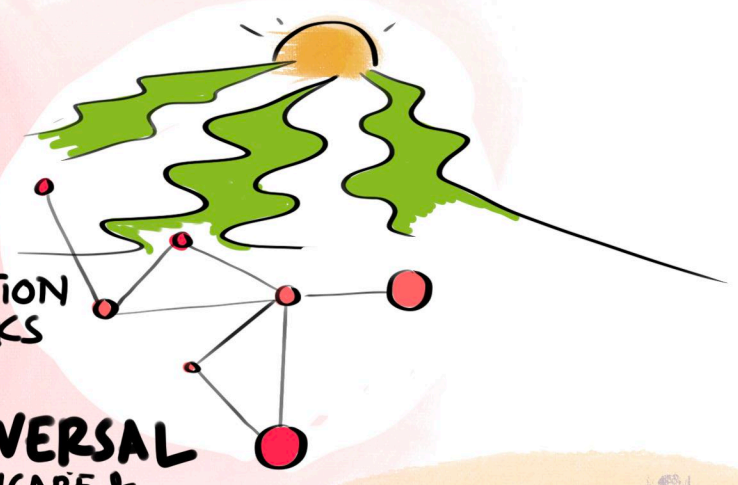
CREATE CLEAR & SUPPORTED CAREER PATHS

ACTIVE PARTICIPATION in NETWORKS

PERSISTENT STIGMA - NOT VALUING FEMALE ROLES/JOB

& UNIVERSAL HEALTHCARE & HOUSING & CHILDCARE

COLLECT DATA



BUILD POWER

FEMINIST UNION MORE RADICAL ACTION

CARE WORKERS UNION

STORY SHARING AWARENESS
• PSAs (e.g. RESPITE)

for GRASSROOTS

STRIKE FUND

INFRASTRUCTURE

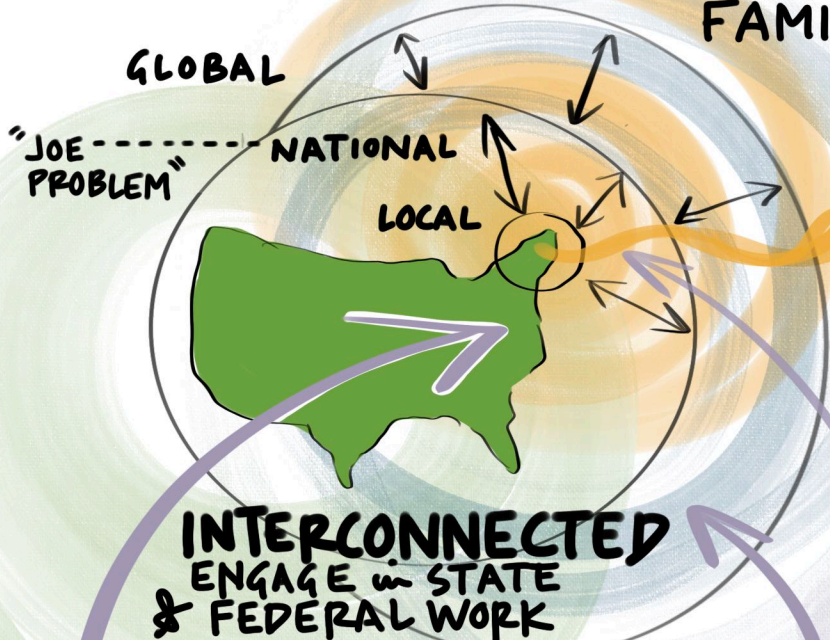
MONEY/INVESTMENT

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KEYNOTE: JOSEPHINE KAUPENI

FAMILY VALUES at WORK

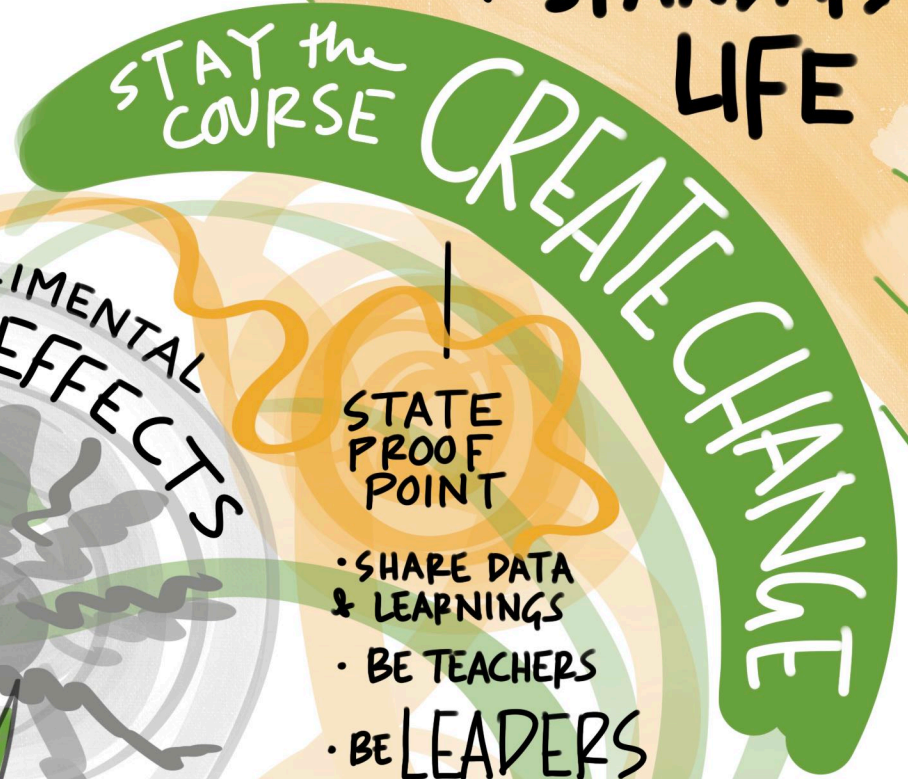


MAINE

IS VERY IMPORTANT
MODEL for **WHAT IS POSSIBLE**
BASED on POPULATION
DEMOGRAPHICS & SMALL
STATE ECONOMY

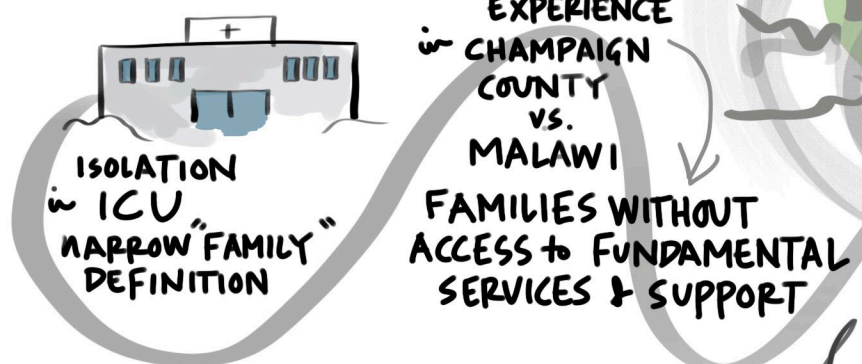
CELEBRATE
SUCCESSSES
& LEARNINGS
PAID LEAVE

WE NEED a COLLECTIVE DEFINITION
of **QUALITY**
of **STANDARD**
LIFE



TRANSFORM CARE & WORK

CARE GIVING
GEN X in RETIREMENT
AGING into POVERTY



RELATIONSHIP & COALITION BUILDING
TALKING ACROSS DIFFERENCE

GRASSROOTS & LIVED EXPERIENCE

COALITIONS MEAN YOU DON'T HAVE to DO IT ALL

