

Black Lives Matter. George Floyd. Breonna Taylor. Ahmaud Arbery. We mourn for the names we know and the many names we do not know. The anguish and pain and fury are real. The Center for Women and Work (CWW) stands in solidarity with those calling for action to dismantle systemic racism in policing and in our criminal justice system. The historic uprisings we see across the country and around the world are taking place during another major turning point. Injustices that existed before COVID-19 have only been amplified in the last few months, placing even more burden on the shoulders of Black communities: higher rates of mortality from COVID-19; devastating unemployment rates; and intensification of education inequities among children, youth, and college students.

For over 26 years the Center for Women and Work focused its work on the advancement of women and people of color by addressing structural inequities in the workforce, public policy, and academic arenas. Our research and policy work often highlight discriminatory practices that adversely affect women and are particularly detrimental to Black and Latina women and their families, thus perpetuating a dangerous cycle of oppression. We understand our responsibility to continue this fight, and also embrace this moment as an opportunity to double down our efforts in actively confronting destructive mindsets and systems.

CWW is committed to using our platform and influence to bring about change. This entails listening to and lifting up Black voices and perspectives. We will continue to bring intersectional perspectives to our work and to the work we share with practitioners, policymakers, and our colleagues at Rutgers and around the country. We are reflecting critically on how our solidarity with Black Lives Matter can better align with our commitment to engaging in research, education and programming that promotes economic and social equity and justice for women workers, their families, and their communities. We are committed to naming the structural racism and discrimination that Black women experience. We are creating time, space, and resources that might be of use in advancing solutions. Paramount in our ongoing work is the need to address other types of injustice that may intersect with gender inequality, especially by race and class.

We remain optimistic that from this period of turmoil, individuals, communities, and organizations can harness the momentum to enact lasting and transformative change.

In Solidarity,

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