

SOCIAL ACTION INITIATIVE

GROUP 3

Group Members:

Takira Bell

Tamara Metellus

Katherine Darling

Sima Rokowsky

Shawn Noralez

Adelphi School of Social Work

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UPLIFTING VOICES

Economic Justice and Inequality

Theories and Frameworks: Intersectionality

“Intersectionality is a tool for analysis, advocacy and policy development that addresses multiple discriminations and helps us understand how different sets of identities impact on access to rights and opportunities” (Women’s Rights and Economic Change No. 9, August 2004)

UPLIFTING VOICES

Economic Justice and Inequality

Gender Pay Gaps

- In many countries wage inequality between men and women can be reduced by improving the education of women. However, in many countries, gender gaps in education have been closed and we still have large gender inequalities in the workforce. What else can be done?
- An obvious alternative is fighting discrimination. But the evidence presented above shows that this is not enough. Public policy and management changes on the firm level matter too: Family-friendly labor-market policies may help. For example, maternity leave coverage can contribute by raising women's retention over the period of childbirth, which in turn raises women's wages through the maintenance of work experience and job tenure.

(Ortiz-Ospina, et al. 2024)



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INTERVIEWS



Takira Bell

“ It was a pleasure interviewing individuals who work in healthcare, one of the most essential industries in the world! The home maker and healthcare workers help tell the economic story of so many New Yorkers. ”



Tamara Metellus

“These interviews have been deeply eye-opening. It brought attention to the deeply ingrained systemic issues that continuously fuel inequality. These are often overlooked or unnoticed by a majority, and bringing light to them was a crucial goal of these interviews. Interestingly, although I have always been more inclined towards micro-level work, these interviews and what I've learned overall in the program have made me realize the immense value of advocacy at a larger scale. The knowledge acquired has not only broadened my perspective but also inspired me to explore new avenues in advocating for change”



Katherine Darling

“Advocacy work is given power and poignancy with the addition of individual voices. This social action initiative project was an opportunity not only to get to know my fellow students better, but more importantly to help members of my community speak truth to power and use their voices to decry the economic injustices present in their lives. It was an opportunity to meet people where they are, give dignity and worth to the individual, and to help empower the powerless in our society.”



Sima Rokowsky

I feel this project raised awareness about discrimination in a diverse environment. Individuals battling discrimination are at a strong disadvantage that is beyond their control. It is up to us social workers to advocate for community change.



Shawn Noralez

Doing this interview was exciting for me. It allowed me to acknowledge financial inequality from a different big city on a whole different coast.

