

# Sustainable, Supported, and Dignified Jobs

**OBJECTIVE:** We need a diversity of jobs with wages that allow residents to afford and sustain life in Durham. We need to focus on employing, training, and investing in Durham residents. Jobs need to be created specifically to be attainable for people in the community who have traditionally been excluded from the job market. This includes Black and Hispanic/Latino communities, youth, seniors, houseless residents, justice-involved residents, single parents, those with physical or mental disabilities, and those without formal degrees or education.

**BACKGROUND:** Many residents find that the cost of housing and available job wages do not allow them to afford their daily needs with just one job. This results in having to work multiple jobs and make hard choices between feeding their families, paying utility bills, or paying rent. Many residents, particularly Black and Hispanic/Latino residents, who want to start businesses lack access to resources, physical space, and financial support to be successful. Residents who may not have formal education or degrees are looking for opportunities for training that lead to local jobs and which build their capacity. Residents who have been involved in the criminal justice system are often shut out of both job and housing opportunities, adding to the challenges they face in trying to get back into the community. Parents face additional barriers to job opportunities because they lack accessible and affordable childcare while they are at work, contributing to the overall unaffordability of life in Durham.

We want a variety of jobs that are available and attainable to all Durham residents. We want more working class and trade jobs, along with those which do not require a college degree. We want living wage jobs that allow residents to have a path out of poverty, to be self-sufficient, and to afford housing, childcare, and other essential life needs. We want jobs that provide growth opportunities for people. We want community support systems to help residents access loans, scholarships, and grants to build businesses owned and operated within Durham.

## Quotes from Durham Residents

“we need to hold employers accountable and support employers in providing quality jobs, meaning living wages, benefits, stable scheduling, family friendly policies, a workplace free from harassment, etc. While training and education are important, too much emphasis on the individual ignores the larger systemic systems of oppression. Employers have more money and power, and they hold responsibility to provide equitable access to high quality jobs”

“Business Loans and grants to start small businesses of color.”

“Shouldn't take THREE jobs to survive”

“Better jobs that let me be able to feed my kids next week.”

“More business opportunities for native Durham residents (particularly African American)”

“I would like to see more job and job training opportunities to help or aid balancing income.”

“Offer felons better jobs and skill training to enter society again to become successful.”

“We need to attract businesses that will hire persons that traditionally cannot find a job with their limited skills.”