



THE UNITED STATES INTERNATIONAL TRADE COMMISSION

In the Matter of: )  
 )  
DISTRIBUTIONAL EFFECTS: )  
GENDER AND ORIENTATION )  
ROUNDTABLE )

Monday,  
March 14, 2022

Teleconference  
U.S. International  
Trade Commission  
500 E Street, S.W.  
Washington, D.C.

The roundtable commenced, pursuant to notice, at  
1:00 p.m., before the United States International Trade  
Commission.

PARTICIPANTS:

USITC:

COMMISSIONER AMY A. KARPEL, Moderator  
CHAIR JASON E. KEARNS  
VICE CHAIR RANDOLPH J. STAYIN  
COMMISSIONER DAVID S. JOHANSON  
COMMISSIONER RHONDA K. SCHMIDTLEIN

WILLIAM R. BISHOP, Supervisory Hearings and  
Information Officer  
TYRELL BURCH, Management Analyst  
TERRI HAYES, ASL Interpreter  
LINDSAY WEISHAAR, ASL Interpreter

External:

MARY BORROWMAN, International Center for Research  
on Women  
JERAME DAVIS, Pride at Work  
LATOYA FAUSTIN, She Built This City  
OLETA GARRETT FITZGERALD, Children's Defense Fund

APPEARANCES: (Cont'd)

External:

JAMAICA GAYLE, National Foreign Trade Council's  
Global Innovation Forum  
ARIA GRABOWSKI, International Center for Research  
on Women  
TAMMY GRAY-STEEL, National Women in Agriculture  
Association  
SHARITA GRUBERG, Center for American Progress  
JANET HILL, Steelworker  
CHERYL HUSK, Steelworker  
KATE JAMES, Oregon Trade Adjustment Assistance  
MORGAN MENTZER, Reckoning Trade Project  
ANDY MESERVE, Steelworker  
ERASMO SANCHEZ HERRERA, NGLCC Global  
LINDA SCHMID, Trade in Services International  
NORA SPENCER, Hope Renovations  
VALARIE WILLIAMS, National Women in Agriculture  
Association

P R O C E E D I N G S

(1:05 p.m.)

1  
2  
3 MR. BISHOP: Commissioner Karpel, I thank you so  
4 much. Any questions, chat with me, I'll see it, and I'll  
5 respond. I yield the floor. Thank you so much.  
6 Commissioner Karpel? You're on mute.

7 COMMISSIONER KARPEL: Yes, sorry. Could you stop  
8 sharing your screen? I was just waiting for this.

9 MR. BISHOP: Oh, I'm sorry. Of course I can.  
10 Thank you for reminding me. There we go. Sorry about that.

11 COMMISSIONER KARPEL: No problem. Well, good  
12 afternoon, everyone. My name is Amy Karpel, and I am one of  
13 five Commissioners at the U.S. International Trade  
14 Commission. I'm excited to welcome you to our fourth  
15 roundtable to study the distributional effects of trade and  
16 trade policy on U.S. workers.

17 Today's roundtable will give us the opportunity to  
18 discuss gender and orientation, specifically how and why  
19 trade may affect women, and LGBTQ workers differently than  
20 other workers. I'll be the moderator for today's roundtable.  
21 The Agency's Chair, Jason Kearns, Vice Chair Randy Stayin,  
22 and Commissioners David Johanson, and Rhonda Schmidtlein are  
23 also actively listening, and may ask some questions toward  
24 the end of our discussion.

25 Commission Staff members, Kristin Smith, and

1 Camilla Priest (phonetic), Tamara Katchatorian, and Jennifer  
2 Powell, organized this roundtable, and I want to thank them,  
3 and the rest of the team for their great work.

4 Before we get started, I thought I would tell you a  
5 little bit about the Commission, and the context of this  
6 roundtable. The U.S. International Trade Commission is an  
7 independent agency. We're not part of the Biden-Harris  
8 Administration, or Congress. We assist the Administration  
9 and Congress when requested. We provide them with  
10 independent information and analysis through various means  
11 such as this study.

12 In addition, we have other responsibilities such as  
13 deciding import injury, and unfair trade cases for U.S.  
14 industries. Our job is to be independent and objective in  
15 everything we do.

16 Today's event is one of seven roundtables that is  
17 part of a study to collect input on the potentially different  
18 effects of trade on U.S. workers. This study was requested  
19 by the United States Trade Representative, Katherine Tai, a  
20 member of the President's Cabinet responsible for U.S. trade  
21 policy. Each roundtable will focus on a different category,  
22 including by skill, wage, and salary level, race and  
23 ethnicity, gender and orientation, and age, disability, and  
24 education, especially as they affect under-represented and  
25 under-served communities.

1           At the conclusion of all the roundtables, the  
2 Commission will submit a written report summarizing the  
3 information gathered. This report will be delivered in  
4 October of this year, and it will be publicly available.

5           We have a diverse group of participants for today's  
6 roundtable. We have people who have worked on factory  
7 floors, union leaders, educators, academics, researchers,  
8 advocates, entrepreneurs, and a state government worker. My  
9 role today is to ask you questions, and manage the flow of  
10 discussion so that everyone has a chance to speak. Your role  
11 as a participant is to share experiences, opinions, and  
12 information.

13           We want this to be a wide-ranging conversation, so  
14 you may hear something that you don't agree with. Just  
15 remember there are no right or wrong answers. We value all  
16 perspectives. We want your candid thoughts.

17           So, before we get started, I have a few  
18 housekeeping items. Our discussion today is scheduled to  
19 last for two hours, with a short break after the first hour.  
20 Having said that, we may continue our discussion past 3:00  
21 p.m. to ensure that everyone has an opportunity to be heard.  
22 Of course, we realize that not everyone may be able to stay  
23 past 3:00, so please do not feel obligated to do so.

24           Please be conscious of the fact that this open to  
25 the public and the press. Also, the discussion today is

1 being transcribed for the record, and a link to this  
2 transcript will be included in the final report to USTR.  
3 Therefore, you should be careful not to share any information  
4 that you, or any organization with which you are affiliated,  
5 maybe U.S. confidential.

6           If you would like to respond to a question, please  
7 use the Webex raised hand feature, and I will recognize you.  
8 If that doesn't work for some reason, or if you've done that  
9 and I don't see your hand for some reason, just wave your  
10 real hand to get my attention.

11           If you are participating by phone, you may jump in  
12 when you sense there is a pause, or you can email us at  
13 de@usitc.gov, and the team will notify me that you would like  
14 to speak. Please remember that only registered participants  
15 will be invited to speak during today's discussion.

16           If you're here today as a member of the public  
17 observing, and you would like to provide some input, you may  
18 email us after the event at de@usitc.gov. Whenever you make  
19 a comment, we ask that you state your name so it's clear to  
20 everyone who is speaking, and if there's an organization with  
21 which you are affiliated that you would like to identify,  
22 please also state the name of that organization.

23           Once again, thank you all for being here today.  
24 I'm looking forward to our discussion. The goal of today's  
25 roundtable is to gain a better understanding of workers'

1 experience, and how that differs from experiences of other  
2 workers based on gender, or orientation, and why.

3 The roundtables are specifically focused on impacts  
4 from trade, so, let's break that down a bit. A trade impact,  
5 for example, could be increased competition with imports that  
6 causes a U.S. company to lay off workers, or reduce wages, or  
7 it could be new opportunities to export, causing a business  
8 to grow and hire more workers. Or it could be a decision to  
9 offshore business, or for a foreign business to invest in a  
10 factory in the United States. Or it could be another effect.

11 The key for today's discussion is to understand  
12 how, and why impacts brought about by trade, what some have  
13 called trade shocks, affect workers differently due to their  
14 gender, or orientation. It is less important for today's  
15 discussion that you can identify a particular experience as  
16 attributable to trade. Experiences about how and why any  
17 type of change, or economic shock, affects different types of  
18 workers differently are welcome, and provide valuable insight  
19 for this study.

20 I am going to group my questions into three  
21 buckets. First, I would like to ask about the type of  
22 challenges women and LGBTQ workers are experiencing in the  
23 work force, and explore how those differ because of their  
24 gender, or orientation.

25 Second, I'd like to ask about how trade has

1 impacted women and LGBTQ workers differently, and, third,  
2 talk about policies, or programs that could help workers deal  
3 with the adverse impacts of trade, or to take advantage of  
4 trade opportunities.

5 If today's experience is like our past roundtables,  
6 these three topics may bleed together, and that's fine. My  
7 intention is not to be too rigid about the structure of our  
8 conversation.

9 I also want to recognize that the challenges women  
10 and LGBTQ workers experience may differ, but I'm still going  
11 to ask my questions in a way that invites participants from  
12 either perspectives of women, or LGBTQ individuals, or both,  
13 to speak on any of the questions, rather than separate the  
14 conversation into two parts, in an effort to keep everyone  
15 engaged.

16 So, let's get started. The first question is --

17 MR. BISHOP: Commissioner Karpel?

18 COMMISSIONER KARPEL: Yes.

19 MR. BISHOP: I'm sorry, could I interrupt you for  
20 just one second. I neglected to let folks know that we do  
21 have closed captioning available for today, so I'm going to  
22 let you know that in the bottom left-hand corner, the very,  
23 very bottom left-hand corner of your screen, you should see a  
24 cc in a little box, and it says when you hover it says show  
25 captions, click on that, and it will start to type for you.

1 I would remind everyone that this is not an  
2 official transcript, this is just to assist those who may be  
3 in need of it, and I also want to mention quickly, we invite  
4 all of our participants, the registered participants for  
5 today, to turn your cameras on for us so that we can see you.

6 All right. Have a great roundtable. Thank you so  
7 much, Commissioner Karpel. I apologize.

8 COMMISSIONER KARPEL: No problem. All right. So,  
9 for the first question, what challenges do women and LGBTQ  
10 workers experience with respect to finding, or maintaining  
11 employment, or earning a living wage? What factors may be at  
12 play that make that experience different for women, or LGBTQ  
13 workers?

14 Anyone that's interested -- oh, I see a hand. Ms.  
15 Faustin, would you like to kick us off?

16 MS. FAUSTIN: Yes. Good afternoon. I figured I'd  
17 go first because there's so many amazing panelists, let me  
18 get one comment in.

19 My name is LaToya Faustin. I am with She Built  
20 This City Work Force Development in Charlotte, North  
21 Carolina. I see some fellow North Carolinians on the call.  
22 I will speak directly towards some of the impacts we see for  
23 women as we are trying to ignite interest in the trades.

24 Childcare, I would say, is one of the biggest  
25 issues. I'll narrate one scenario of a participant who got

1 pregnant during COVID, and, so, there was no childcare  
2 available at the time, and we are still not at all capacity  
3 for childcare because of numbers concerns, and, so, without  
4 being able to navigate quality childcare for both while you  
5 are employed, and also while you're looking for employment,  
6 continues to be an issue.

7 COMMISSIONER KARPEL: Thank you. Ms. Grabowski?

8 MS. GRABOWSKI: Hi, good afternoon. I'm Aria  
9 Grabowski, and I'm with the International Center for Research  
10 on Women. And in reference to this question, I'll touch base  
11 kind of on a broader spectrum looking a little bit beyond  
12 just U.S. and globally. I would like to second my previous  
13 colleague's comment on childcare, and expand that to care  
14 responsibilities more broadly beyond childcare.

15 We know that household responsibilities frequently  
16 keep women out of the work force, along with discrimination  
17 and gender-based violence and harassment, and I know at least  
18 through some of our preference programs, our being the U.S.'s  
19 preferences programs, the clauses for labor rights frequently  
20 don't include protection from gender-based violence and  
21 harassment even though that is part of the International  
22 Labor Organization's recommendations, and part of their labor  
23 rights processes.

24 And, so making sure that those are really included  
25 both domestically and globally, and how we're looking at our

1 trade deals and preference programs as a key part of that,  
2 along with addressing some of these factors around care.

3 COMMISSIONER KARPEL: Okay. Thank you. Ms.  
4 Gruberg?

5 MS. GRUBERG: Thank you so much. So, I can speak  
6 to the facts on the LGBTQI+ community as a threshold matter  
7 because of the lack of data from the federal government on  
8 sexual orientation and gender identity. We don't know  
9 really. We are starting at a disadvantage where we don't  
10 even have the information necessary to assess how trade is  
11 impacting the community.

12 So, first off, I want to put in a very strong  
13 clause for adopting sexual orientation and gender identity  
14 data measures alongside other demographic measures that are  
15 used to assess these impacts.

16 I wanted to point to the National Academies for  
17 Science and Medicine that just put out a blue ribbon panel  
18 report on recommendations for sexual orientation and gender  
19 identity data collection.

20 LGBTQI+ has faced widespread discrimination,  
21 particularly in the work force, even with the Supreme Court's  
22 decision on Bostock v. Georgia, extending non-discrimination  
23 protection over one-third of LGBTQI+ workers [technical  
24 interference].

25 COMMISSIONER KARPEL: I'm sorry, Ms. Gruberg,

1 you're breaking up a little bit. Can you just -- I think we  
2 just lost -- well, maybe we'll --

3 MS. GRUBERG: I had to go off.

4 COMMISSIONER KARPEL: Try going off of video.

5 Sometimes that does give a little more bandwidth, and --

6 MR. BISHOP: Yes, I turned off her video.

7 MS. GRUBERG: Is that any better?

8 MR. BISHOP: Yes, we can hear --

9 COMMISSIONER KARPEL: Yeah, I can hear you now, so  
10 -- yeah.

11 MS. GRUBERG: Okay. The only thing that even with  
12 recent extension of non-discrimination protections, LGBTQI+  
13 workers still face widespread discrimination, which impacts  
14 hiring, firing, and because 29 states lack protections; there  
15 is very limited labor market mobility for this population.  
16 And, so, if work dries up in a certain place, it's extremely  
17 hard for this population to just go elsewhere for another  
18 job.

19 We've assessed recovery from the COVID-19 pandemic,  
20 and the recession, and that's another area we find the  
21 recovery of LGBTQI+ workers, particularly those living at the  
22 intersection of LGBTQI+ and disabled workers, LGBTQI+ workers  
23 of color, trans workers, significantly lags behind the rest  
24 of the population. And, so, anytime we're talking about  
25 changes to work opportunities, this is the population that is

1 very significantly impacted, and if thought is not put into  
2 how this is going to impact the population, this is a group  
3 that is consistently left behind.

4 And, so, I wanted to just add a plug to ensuring  
5 that our trade agreements are inclusive of labor rights,  
6 which includes protections for LGBTQI+ workers to kind of  
7 minimize some of these effects. Thank you.

8 COMMISSIONER KARPEL: Okay. Thank you for that.  
9 Just a quick follow-up. So, in terms of is it discrimination  
10 that's driving that, or is there sort of another layer down  
11 in terms of access to resources that is also employment  
12 discrimination, but is there another layer down that it's  
13 access to resources is also at issue?

14 MS. GRUBERG: It seems like both, and, so, the  
15 discrimination piece really limits comfort-seeking employment  
16 elsewhere, opportunities elsewhere, but whenever we have kind  
17 of a scarcity situation, that does link very closely to  
18 increased reports of discrimination, or increased experiences  
19 of discrimination. Does that answer your question?

20 COMMISSIONER KARPEL: Yeah, yeah, and maybe I'll  
21 circle back to you. Let me hear from a few more folks.  
22 Let's see, I've lost track of who was next. Why don't we  
23 start with Ms. Fitzgerald.

24 MS. GARRETT FITZGERALD: Hi, and thank you very  
25 much for inviting me to this conversation. I was just going

1 to offer that we do a lot of work with rural -- in rural  
2 communities with black women, and young women, and what we  
3 struggle with -- and we're doing this work in Alabama,  
4 Georgia, and Mississippi. What we're struggling with is the  
5 loss of manufacturing, and textile, and all of those kinds of  
6 jobs that left after trade policies were put in place back in  
7 the 90's, and nothing has come back.

8 So, that factor has had a tremendous impact on  
9 those communities with unemployment reaching as high as 25  
10 percent among black women in some of those areas. So, we are  
11 very much interested in this conversation, and how we can set  
12 that straight.

13 COMMISSIONER KARPEL: All right. Thank you. Mr.  
14 Davis, would you like to go next?

15 MR. DAVIS: Yes, thank you. I wanted to add to  
16 Sharita's comments about the LGBTQI+ community. First of  
17 all, a big plus one on the data collection issue that we  
18 have. We really don't know where we are on a lot of things  
19 because the data simply isn't there.

20 But, you know, as Sharita was talking about with  
21 the increased discrimination that LGBTQI+ people experience,  
22 Sharita was talking about how difficult it is to move to  
23 other jobs, so, you know, insofar as trade drives things like  
24 consolidation, that can have an impact on the LGBTQI+  
25 community because it does dry up a number of job

1 opportunities available to us in our particular field.

2 The other impact that could be possible is insofar  
3 as the trade deal could impact tax revenue as LGBTQI+ people  
4 are facing disproportionate discrimination, that also means  
5 that they're more likely to be seeking government services,  
6 and if those aren't properly funded, that can also have an  
7 impact on our community.

8 COMMISSIONER KARPEL: And in terms of  
9 consolidation, you mean -- could you elaborate on that a bit  
10 more?

11 MR. DAVIS: Yeah, like corporate consolidation  
12 insofar as, you know, it drives whether that's increased  
13 revenue to make it more possible to buy smaller companies, or  
14 if it dries up competition in an area.

15 And, so, you know, for example, if there's  
16 consolidation in a field that someone is working in, they  
17 could potentially not be able to switch jobs because there's  
18 only one or two employers now because of consolidation that  
19 could potentially be driven by something in the trade deal.

20 COMMISSIONER KARPEL: Okay. Okay. Thank you very  
21 much. Okay. Ms. Hill, you're up next.

22 MS. HILL: Thank you. I'm a steelworker. I'm a  
23 member of the Steelworkers Union, and a member of the  
24 Coalition of Labor Union Women, and I live in a community  
25 that was greatly impacted by trade in the 80's, and you can

1 still see when the shutdown of the big steel plants was --  
2 you know, there were not as many women who worked there, but  
3 you can still see that the women that did work there had good  
4 paying jobs, and certainly that has impacted them even into  
5 retirement because they -- once these plants closed down,  
6 they were unable to get jobs in the area that paid as much.

7 And you can see that going through today with other  
8 plants shutting down due to trade, I mean, it really is  
9 usually helpful to provide supports, monetary supports, for  
10 retraining, monetary supports for healthcare because they  
11 frequently lose their healthcare. It's very, very important  
12 to make sure that those opportunities are there, and that  
13 those opportunities also continue for a while so that they  
14 can get retrained.

15 And I will also say it's not just -- women are  
16 affected in another way as well because when the -- you know,  
17 if they are, you know, married, and their spouse loses a job,  
18 they're affected not so much by -- you know, they didn't lose  
19 the job, but the family is affected. This can result in an  
20 increase in domestic violence because of having to find a new  
21 job.

22 It can result in, you know, additional strain on  
23 the family. Families having to forego opportunities that  
24 they would have had had they remained employed, these plants  
25 stayed in business, such as college, you know, going to other

1 schools. There's just very long-lasting effects from any  
2 shutdown on a community, and on a family, that we should  
3 really try to make sure that there's some kind of supports  
4 there.

5 It's not going to replace it, but especially if you  
6 have a plant that's in a rural area where there's few  
7 opportunities. I mean, and it's often hard too because  
8 people have families that it's very hard for them to move  
9 away from their families to find other job opportunities.

10 So, I would just suggest that we have a great  
11 number of supports for people there. And the people that I  
12 know who have taken advantage of these supports, it's made a  
13 huge difference in their lives. Thank you.

14 COMMISSIONER KARPEL: Thank you. And do you think  
15 these challenges, or concerns you've raised, are they more  
16 pronounced for women maybe because there's disproportionate  
17 responsibility for family issues, or what is your perspective  
18 on that?

19 MS. HILL: Because of their disproportionate  
20 responsibility for family issues, but also if they're in a  
21 job where they're in some sort of job that would get shut  
22 down due to trade, it's very likely that they might have had  
23 a harder time getting into that job than a man would, and  
24 that they might actually then have a harder time finding a  
25 job afterwards in another facility that is similar to that.

1           So, discrimination does play a role in that  
2 because, you know, they've decided -- you know, we already  
3 know that if two people with the same resume, one is female  
4 and one isn't, they're probably less likely to be employed in  
5 a manufacturing job.

6           COMMISSIONER KARPEL: All right. Thank you very  
7 much. Dr. Borrowman, would you like to speak next?

8           DR. BORROWMAN: Yes, thank you so much. I am  
9 joining my colleague, Aria Grabowski, from the International  
10 Center for Research on Women, and I'm an economist, so I'm  
11 going to be speaking today kind of from that lens just as a  
12 framing.

13           So, the first thing I wanted to bring up was just  
14 thinking about the overall structure of the labor market,  
15 right, there's just really prevalent occupational  
16 segregation. We know that that then in turn like really  
17 influences outcomes for trade, right, because sectors expand  
18 and contract; it definitely is going to impact women in  
19 different ways because occupations tend to be, you know, more  
20 dominated, you know, in certain occupations by women, usually  
21 valued at the lower extent in terms of wages and benefits in  
22 that as well.

23           And this is intersectional, right. We see that  
24 there's the same patterns of segregation in labor markets by  
25 race and ethnicity as well.

1           And, so, thinking about these impacts then, you  
2 know, no matter what happens with trade, there's going to be  
3 different impacts by gender because of the structure of the  
4 labor market.

5           And, so, in economics they always talk about this  
6 thing about compensating losers in trade, right, that there  
7 are going to be gains, and winners and losers from trade, but  
8 this piece of compensating losers, I think, isn't often taken  
9 seriously enough, and especially along these gender lines,  
10 right.

11           Aria and I work globally, but this is true in the  
12 U.S. as well, right, thinking about if there are going to be  
13 these impacts, particularly for those that have the most  
14 disadvantage in the labor market already, how are you really  
15 taking this seriously, and that's in Janet's really great  
16 comments.

17           I think there's, you know, these things that shape  
18 occupational segregation, right, and that's discrimination.  
19 That's what Aria and others talked about in terms of care  
20 responsibilities. That's also things like leave policies,  
21 right, in the U.S., are they providing paid leave for workers  
22 both for care, you know, maternity leave, and also other  
23 caring responsibilities.

24           And, so these all come into play in terms of really  
25 shaping the landscape of how trade policies are going to play

1 out on a macro scale.

2 And plus one, plus ones, my other colleagues'  
3 comments on data collection for LGBTQ communities, we really  
4 need this. This is a huge thing in terms of understanding  
5 impacts, but what we do know is poverty rates, and we can see  
6 that those are dramatically higher, right, in terms of what  
7 we can look at.

8 And this speaks to your question of is this labor  
9 markets, or is this barter resources, and, I think, we can  
10 say that it's cumulative, right, the same way that gender  
11 discrimination, and those impacts, are cumulative. And it  
12 impacts from, you know, education, and into labor markets, in  
13 different areas of life, that's true, but LGBTQ communities,  
14 right, discrimination, plus access to health resources, you  
15 know, all these different things kind of compile over time to  
16 shape poverty rates, and impacts down the line.

17 And, so that's kind of hoping here to like lay out  
18 the landscape of how we can create a context for how these  
19 factors come into play with trade policies in the labor  
20 market. Thank you.

21 COMMISSIONER KARPEL: Thank you. I appreciate  
22 that. Who's next? Let me see. Ms. James, did you have a  
23 comment?

24 MS. JAMES: Yeah, sure, I'll contribute. I'm Kate  
25 James with the Oregon Trade Adjustment Assistance for Workers

1 Program. Oregon is a very large state on the map with mostly  
2 rural communities. When trade impacts a worker group in  
3 rural Oregon, it's hard for those workers to find living wage  
4 employment without additional barriers such as commute  
5 distance.

6 For women, or LGBTQ workers, they often have  
7 additional barriers as we've heard, such as daycare, and  
8 commute distance. In Oregon 50 percent of childcare closed  
9 during COVID, and never reopened.

10 We've also heard that when filling out paperwork,  
11 some LGBTQ people may fear listing partners as income support  
12 due to fear of discrimination. Some may not feel safe with  
13 this.

14 Also, gender expression could be a hindering factor  
15 in getting a job for some. Say, they're non-binary, and do  
16 not look like one of the two customary genders, or appear  
17 female, but go by a male name. Thank you.

18 COMMISSIONER KARPEL: Thank you. Ms. Faustin?

19 MR. FAUSTIN: Thank you. I wanted to add some  
20 additional context to some of the conversations around the  
21 manufacturing needs in certain communities, and I found it  
22 very interesting because here in the Charlotte area,  
23 Mecklenburg County, we have an abundance of advanced  
24 manufacturing jobs, but no one to fill them, and, so I wanted  
25 to note about the changing dynamic of manufacturing and the

1 use of technology in this space, and the need for robotics,  
2 and other coding components within training that could be  
3 very beneficial, and how technology could potentially bridge  
4 the gaps from areas where there may be a plethora of workers  
5 with manufacturing experience, but not the jobs in a place  
6 like where we are, who has the jobs, but no people, and what  
7 technology could do to help bridge that gap.

8 I wanted to highlight a program. I think,  
9 sometimes when we think about the work force space, we can  
10 look at it in isolation, or sometimes we have to, but also  
11 housing needs. There's a program here in Mecklenburg County  
12 called Mech Success. It is very early and young, but for an  
13 individual, particularly women, who are looking for  
14 employment, if they're in a trade -- a training program,  
15 they'll get up to four months of their rent paid for so that  
16 they can look for the training that they need.

17 And, so, just highlighting partnerships, they don't  
18 just work on the skills, but also the other components of  
19 life like mortgage and rent payments that could help  
20 alleviate some of the concerns from about transitioning to a  
21 field that you may not be as familiar with.

22 COMMISSIONER KARPEL: Thank you. I appreciate  
23 that. Oh, another hand has gone up. Ms. Mentzer?

24 MS. MENTZER: Thank you, Ms. Mentzer My name is  
25 Morgan Mentzer, and I'm with the Reckoning Trade Project. We

1 do LGBTQ trade worker organizing, and I would say most what  
2 we're seeing are issues with discrimination, especially for  
3 transgender non-binary folks, and often folks don't know even  
4 how to talk to their employer about it. Employers don't have  
5 model policies to implement, or even know where to go.

6 And, I think, something we're really seeing is  
7 providing employers with policies, model policies that say  
8 this is what to do, this is how to protect someone's gender  
9 identity, this is how to create a safe work space, and a way  
10 to send employers to here are some resources to start this  
11 conversation.

12 Also, of course, in the benefits we see a lot of  
13 benefits that do not include gender-affirming care, so, if  
14 someone is transgender, and they need to get access to  
15 testosterone, whether or not that's paid for.

16 Also, in the leave policies, non-traditional  
17 facilities are always something that a lot of our  
18 constituents deal with of, you know, my partner and I, I'm  
19 not married to them, and I need to be able to stay home and  
20 take care of them. Or adoption issues, or caring for family  
21 members, children of family members in a foster care  
22 situation.

23 So, we're seeing a lot of kind of the  
24 non-traditional experiences that our folks face are not being  
25 reflected in policies, and employers don't really know what

1 to do, and then that leaves the workers to often educate the  
2 employers, which opens them up to outing themselves, which  
3 many employees don't want to out themselves, especially if  
4 they're in a labor market that is, you know, not -- if this  
5 is the main job that is available, they're not going to risk  
6 outing themselves often to facing discrimination.

7 So, another thing we're really hearing a lot of is  
8 a need for mentorship. So, as an organization, we're working  
9 to build a mentorship program, but really finding a way to  
10 connect folks that are isolated, specifically  
11 under-represented in the trades, how do they navigate these  
12 issues of discrimination, how do they talk to their  
13 supervisor about coming out, how do they talk to people about  
14 what pronoun that should be respected.

15 So, I would say -- oh, and I really want to say  
16 that the need for data, we need data about LGBTQ folks. It's  
17 critical; it will really help us. When we present to  
18 employers about this is an issue, they say why, we don't see  
19 any LGBTQ workers. Well, we're here, we're working. So, I'd  
20 say the data is also very critical. Thank you.

21 COMMISSIONER KARPEL: Thank you. And I'll call on  
22 the next speakers. We have Ms. Fitzgerald, and then Dr.  
23 Gray-Steele.

24 But I would throw out there, I am curious about  
25 this data question, and we will be doing a symposium with

1 researchers later as part of this study to sort of really  
2 drill down onto that data issue. But I am curious of those  
3 on this call today if you could give a little more on the  
4 type of data, that would be helpful. Is it just basic  
5 employment data, or is it another layer, or two, or three  
6 down? Thank you.

7 So, I think we'll go to, who is next, Ms.  
8 Fitzgerald.

9 MS. GARRETT FITZGERALD: Thanks. I just wanted to  
10 go back to something Ms. Faustin brought up about technology,  
11 and bridging training.

12 In the areas where we are technology is obviously  
13 also a problem that we hope will be addressed with resources  
14 that are coming down from the infrastructure legislation, and  
15 monies from Commerce. And that would be critical both for  
16 job training, and for education since we also don't have  
17 teachers in every school in content areas, and particularly  
18 in the STEM area.

19 There's really a need for a larger vision, and  
20 greater thinking about how to address these parts of our  
21 country that lack economic opportunity. That is a crosswalk  
22 between labor, the Department of Human Services, Health and  
23 Human Services, and the Department of Education.

24 Because there are resources in each one of those  
25 places that don't feed upon itself, in these areas where

1 people have talked about where you have a lack of  
2 transportation, a lack of childcare, there are programs that  
3 exist that marry projects between the Department of Human  
4 Services, which can pay for childcare and transportation,  
5 with the work force training part of things, but we need more  
6 of that.

7 We also need more -- when we talk about technology,  
8 I think we also need for work force people to understand that  
9 the economy is going somewhere where we are not preparing to  
10 go. A lot of our work force training dollars is retraining  
11 people in manufacturing jobs, or jobs that already exist. It  
12 is not futuristic. It doesn't look at, you know, where --  
13 what we can do around economy and technology.

14 So, we need a larger vision, and we also need to  
15 look at where we have resources in all of these agencies, and  
16 make sure that as they are used, they are used to lift people  
17 up, and out of poverty, and into jobs that will last them a  
18 lifetime. So, I just wanted to lift that up as well.

19 COMMISSIONER KARPEL: I appreciate that. Thank you  
20 very much. Ms. Gayle.

21 MS. GAYLE: Yes, good afternoon. My name is  
22 Jamaica Gayle. I work for an organization called the Global  
23 Innovation Forum, and our goal is to elevate small business  
24 forces to help foster an inclusive policy landscape.

25 So, in my position, I have the pleasure of speaking

1 regularly with a lot of women entrepreneurs about their  
2 experiences in trade, so their challenges, opportunities,  
3 experience, et cetera. So, I just want to comment briefly on  
4 women business owners, and women as traders, and as  
5 exporters.

6 So, I think, in addition to all the barriers, more  
7 gender specific barriers that we've mentioned so far, like  
8 discrimination, and the gap in unpaid housework, I think many  
9 of the challenges that women-owned businesses experience are  
10 not so different from a lot of other small and medium-sized  
11 businesses, but the challenges that they face are just more  
12 intensified for women.

13 So, women-owned businesses can experience higher  
14 trade barriers such as like difficulties with complying with  
15 regulatory and procedural requirements in trade, so, the cost  
16 and complexities of international rules and regulations, lack  
17 of network, or mentorship, lack of access to information, and  
18 lack of access to like digital tools, or the digital skills  
19 that are needed to use digital skills.

20 I think the digital piece we're seeing is so  
21 important, especially as the world goes more and more online,  
22 everything is being online (phonetic), and just kind of  
23 access to those tools, and the accompanying skills needed to  
24 access kind of the opportunities that can then connect you  
25 with trade, and just kind of a world of opportunity in terms

1 of just finding customers anywhere. But, I'll stop there.  
2 Thank you.

3 COMMISSIONER KARPEL: Thank you. Who is next? I  
4 think Dr. Gray-Steele, did you have a comment?

5 DR. GRAY-STEELE: No.

6 COMMISSIONER KARPEL: Sorry. I think we'll move  
7 onto Dr. Borrowman. Why don't we go to you?

8 DR. BORROWMAN: Thank you. I'm just jumping back  
9 in on that data piece to say, first off, to start with a  
10 comment briefly about gender data, and just the need for that  
11 as well, especially as we think about kind of globally just  
12 putting in a plug there for thinking about more and better  
13 quality gender data, especially that's beginning to go beyond  
14 the binary, right, in terms of collecting that type of data  
15 of gender identity. But also in terms of impact assessments,  
16 right, in terms of ex-post and ex-ante impact assessments of  
17 trade policies. I think that's a really key piece of data we  
18 could collect.

19 But beyond that, I think within the LGBTQI data,  
20 there's much that we -- there's kind of like the dream wish  
21 list I'm sure that many of us here could come up with in  
22 terms of that type of data, but especially, you know, really  
23 detailed occupational and sectoral data that we can as  
24 researchers, and advocates, conduct analyses, coupled with  
25 wage data, other information about benefits, demographics,

1 access to services, and these are the types of things that we  
2 can start to put together so that we can have the information  
3 there, as I said, to conduct analyses, and also to really  
4 inform our advocacy.

5 But we'd love to also hear from others on the call  
6 who are engaged in this so we can all start to work together  
7 in our advocacy for better data going forward.

8 COMMISSIONER KARPEL: Thank you. I think I could  
9 ask some follow-ups. I guess I'm -- I wanted -- oh, before I  
10 do, Ms. Mentzer, so, why don't you go ahead.

11 MS. MENTZER: Thank you. I was going to just pipe  
12 in quickly about the data. I would say absolutely data about  
13 people who identify as trans, non-binary, gender diverse,  
14 also the data about how -- I just lost it. Discrimination,  
15 and how discrimination is happening to many folks.

16 We're seeing in our practice that, for example, if  
17 someone enters the trades as the gender they were assigned at  
18 birth, but then they transition while employed, they often  
19 will lose employment at that point. So, it will -- we see it  
20 as a need for data about what the discrimination looks like,  
21 how it's really happening, and on relationships being able to  
22 report to supervisors, if possible. What does your  
23 supervisor say when you do report discrimination?

24 But early on just how many folks identify as  
25 lesbian, gay, queer, and then how many folks identify as

1 transgender, gender diverse, and inter sexes, would be really  
2 helpful to us.

3 COMMISSIONER KARPEL: Thank you. Okay. So, I'm  
4 going to -- I'm going to move to the next question, which is  
5 a little more trade-focused. But I encourage everyone to  
6 speak to the first question if something in the conversation  
7 sparks an idea, or perspective you want to share. Please  
8 don't feel that we're sort of in these blocks of particular  
9 questions that we have to stick to.

10 So, the second question is how has trade impacted  
11 women and LGBTQ workers, and have the impacts differed based  
12 on their gender orientation, and, if so, why?

13 I think we talked a little bit, as I said, earlier,  
14 but the questions blur a bit together, and, so we talk about  
15 impacts of trade really could be, you know, job transition,  
16 or it could be new opportunities, or it could be a new  
17 business opening up, or a business closing. And, so, to the  
18 extent that maybe trade isn't your focus of your work, but  
19 those types of transitions or changes are, that is immensely  
20 useful to what we're studying.

21 I see Ms. Husk, you're hand is up, so why don't you  
22 please go ahead.

23 MS. HUSK: I just want to speak to my personal  
24 experience. I'm with the United Steelworkers in Kentucky. I  
25 worked at a primary aluminum smelter in 2015 whenever

1 aluminum really took a downturn because of trade laws, and  
2 some things that were going on at that time. We went from  
3 employing about 550 steelworkers down to about 180. Before  
4 we had about 30 women in the plant. Today we have  
5 approximately 12 or 13. Even though we've hired back to  
6 about 430 people at this time, we still have super low  
7 numbers of women.

8 I think part of that is because to save money there  
9 were several jobs that were combined, which made them very  
10 much physically harder, so women have a hard time coming into  
11 these jobs. A lot of the women when the jobs were combined  
12 they were forced out of some of the jobs they were in back  
13 into harder jobs. And, so it forced a lot of ladies to take  
14 early retirement, to move on, and to go into other things.

15 I say we're a pretty tight knit group, and most of  
16 the ladies that I know of they've wound up having to take  
17 lower paying jobs, like some of them have been forced into  
18 early retirement, which we have a pension, but that reduced,  
19 you know, what they would draw on their pension because it  
20 was an early retirement situation.

21 So, like I said, trade in our plant here locally,  
22 you know, dramatically, dramatically, in my opinion, affected  
23 the women in the plants.

24 COMMISSIONER KARPEL: Okay. And in terms of  
25 getting employment in the plant, was that a harder route for

1       them than maybe their male counterparts, or how was that --  
2       how has that experience been for you and the people you work  
3       with?

4               MS. HUSK: I'd say yes. I hired in in the early  
5       90's, and at that time there was very few women in the plant,  
6       and they had made a push to hire women. Most want to remain  
7       in the plant, got 20-plus years, we were all hired in at that  
8       time. Most of the younger women who came in afterwards wound  
9       up getting hit with the layoffs that we had in 2015, and have  
10      not come back.

11             And now, I've actually spoken to our H.R. because  
12      we're not hiring and keeping women in the plant now. In the  
13      recent two years we've hired probably, I'd say, over 150  
14      people, and very, very few of them have been women, and of  
15      the women that have been hired only one or two have been able  
16      to stay in the plant. Like I said, I think that goes back to  
17      the job combinations, which, you know, I said just creates  
18      more of a physical burden on the people coming into those  
19      entry level jobs.

20             COMMISSIONER KARPEL: Thank you. Ms. James?

21             MS. JAMES: Thank you. So, just wanting to  
22      follow-up to Ms. Fitzgerald's point earlier. We just wanted  
23      to mention that the Oregon Trade Program recently received  
24      approval from the Department of Labor for a two-year  
25      technology pilot for under-served populations.

1           In the TAA program we're usually unable to pay for  
2 any technology needs unless a worker is approved for  
3 occupational training. In this pilot we reach out to  
4 under-served populations affected by TAA, and can assist in  
5 providing technology, including laptops, and internet access.  
6 Also basic computer skills right upfront.

7           So, this program provides equal access to begin to  
8 receive services, and additional barrier removal that they  
9 might need. And this is a brand new pilot that we've just  
10 started, and we're very excited about it.

11           COMMISSIONER KARPEL: Thank you. Anyone else? I  
12 think one of the issues was raised earlier, but given that an  
13 impact of trade can be a job transition, I wondered if any of  
14 the participants could speak more to access to resources that  
15 may aid in that transition, or that have been missing that  
16 would be needed for a smoother transition for situations  
17 perhaps where there has been a need to switch jobs, or a job  
18 loss? Ms. Williams?

19           MS. WILLIAMS: Hi, my name is Ada'Zane. I'm  
20 actually here representing Dr. Steele with an NWIAA  
21 organization, which is the National Women in Agriculture  
22 organization.

23           One of the things that we've discussed, and, I  
24 believe, she'll be on a little bit later, but one of the  
25 things that we've discussed as far as black women in

1 agriculture is the difficulty of getting federal funding.  
2 They've been sort of through the USDA just sort of edged out  
3 of a lot of funding, which has made it a little bit difficult  
4 for them to expand their farmlands, and produce.

5           And I've recently spoke with a farmer here the  
6 other day in South Carolina, I was actually there, he has  
7 about 4,000 acres, but he was saying also that the money that  
8 they're not able to get, you know, to expand, you know, to  
9 harvest crops, they're missing a quarter where, you know,  
10 they can't get their crops up, they can't plant. So, that's  
11 definitely affecting the agriculture trade as far as black  
12 women getting agricultural funds.

13           And we've also discussed, and where me and Tammy,  
14 Dr. Steele, how we collaborate, as well as discrimination  
15 with immigrant women, and that's what I'm working on with  
16 Smart Pathways Immigration Services here in Atlanta, which is  
17 listening to a lot of immigrant women come in and talk about,  
18 you know, the discrimination that they face on their job, but  
19 a lot of them don't even understand that they're being  
20 discriminated against because the countries that they've come  
21 from certain practices, cultural practices, are accepted that  
22 are not accepted here.

23           So, our company is providing training to help them  
24 understand what those discriminatory practices look like, and  
25 that they have a right to speak against that as well, but as

1 it comes to representing Dr. Steele with her organization is  
2 they are really having a difficulty time getting funding for  
3 their farms.

4 And even the immigrants that are in agriculture,  
5 they're having an even more difficult time with  
6 discrimination, the women, with getting funds, and being able  
7 to participate in that work force. So, we're definitely  
8 building programs, and writing curriculum so that we can  
9 teach them how to do those things.

10 When we talk about discrimination with women,  
11 discrimination with immigrant women is definitely a little  
12 bit more acute because a lot of them don't know that, and  
13 they're more accepting, or because it's so hard for them to  
14 get into the work force, they don't, you know, make a fuss  
15 out of it, you know, they don't try to draw attention  
16 because, you know, it's hard enough for them to get in.  
17 There could be educational barriers, language barriers.

18 So, we're definitely getting in at a grassroots  
19 level here in Atlanta to help, you know, train immigrant  
20 women, and especially black women in agriculture how to, you  
21 know, get involved in the work force, and, you know, provide  
22 funding for their trade.

23 COMMISSIONER KARPEL: Thank you. Just a quick  
24 follow-up. So, is childcare, or transportation, are those  
25 issues as well that you are working with it on?

1 MS. WILLIAMS: Transportation in the areas that the  
2 black women in agriculture it is in the rural area, so  
3 transportation has not been raised as a, you know, primary  
4 issue, or childcare. It's basically, you know, getting  
5 access to funds to, you know, move on with their businesses.

6 COMMISSIONER KARPEL: Okay. All right. Thank you.  
7 Ms. Spencer?

8 MS. SPENCER: Hi, good afternoon. I'm Nora  
9 Spencer, and I'm with Hope Renovations. We are in North  
10 Carolina, and we're a pre-apprenticeship program. We train  
11 women for jobs in the trades, and, of course, the  
12 construction trades being very male-dominated, there is a lot  
13 of opportunity for women.

14 But, I think, one thing that we have found -- you  
15 know, I know that there are a lot of different reasons why  
16 building material costs have gone up so much in the past  
17 year, year and a-half, but, I think, you know, there were  
18 some trade policies, particularly in the last year that, you  
19 know, drove up the price of lumber, and the price of steel,  
20 and what we have found is that, of course, in this industry  
21 is that if those costs can't be absorbed by what you charge  
22 the customer, they have to be absorbed in the bottom line.

23 And we've had conversations -- because a big part  
24 of what we do is helping women get entry level jobs and  
25 apprenticeships. We've had conversations with builders who

1 have said, you know, we love what you're doing, we'd love to  
2 bring some of the women in your program onto our team, but we  
3 have to focus our dollars right now on more experienced folks  
4 in order to, you know, maintain profit, and cut costs.

5 So, I think it's kind of like a downstream effect  
6 for women in an industry where traditionally, you know, we  
7 haven't had a seat, and we're trying to bridge that gap with  
8 training, but unless someone has, you know, a decent amount  
9 of experience, they're not necessarily going to be welcomed  
10 into those other jobs because of the costs of training them.

11 COMMISSIONER KARPEL: Thank you. Ms. Gruberg.

12 MS. GRUBERG: Thank you. So, what we've seen all  
13 too often is publicly funded work force initiatives don't  
14 actually result in significant earnings gains for workers,  
15 and for LGBTQI+ workers that's in large part because these  
16 initiatives don't account for the issues of discrimination,  
17 occupational segregation, and the economic disparities as we  
18 discussed earlier, and sexual disparities that prevent  
19 LGBTQI+ workers from accessing training opportunities.

20 One of the reasons for this is that these programs  
21 are usually created by statutory language that point to  
22 individuals with barriers to employment, or similar terms,  
23 and don't explicitly include women, or LGBTQI+ workers, or  
24 folks living at the intersection of other identities.

25 And so, for us, one of the things that we really

1 would love to see more of is the government taking advantage  
2 of the significant regulatory administrative authorities that  
3 they have over these kinds of funding programs to explicitly  
4 state that these are communities that they intend to be  
5 included, and targeted in these work force training  
6 opportunities.

7           Alongside that, we really hope to see that these  
8 programs include clear requirements, ongoing monitoring, and  
9 partnerships with community and worker organizations to  
10 ensure that these programs are attracting, and retaining  
11 LGBTQI+ workers.

12           Those are just a couple of the top line  
13 recommendations around improving quality of training and  
14 apprenticeship programs.

15           COMMISSIONER KARPEL: Thank you. I appreciate that  
16 and hope to talk more too about -- and, again, we don't have  
17 to divide the conversation up this way, but we'll definitely  
18 want to circle back to that question about what programs and  
19 policies are out there that can help women and LGBTQ workers  
20 better take advantage of workforce opportunities or cope with  
21 challenges, so definitely want to hear more about those  
22 issues as well. But, before we do that, we'll go to Ms.  
23 Fitzgerald.

24           MS. FITZGERALD: Thanks. I wanted to dovetail in  
25 on something that Ada and Nora talked about. We work -- I

1 don't think I've ever said that I'm with the Southern Rural  
2 Black Women's Initiative for Economic and Social Justice. We  
3 work in rural areas across the South and we, looking into  
4 these communities where no jobs were coming, we started  
5 looking at alternative economic development strategies based  
6 upon the history of the region and the kinds of jobs that  
7 people have, and one of those was a Southern Rural Black  
8 Women in Agriculture Cooperative that was formed in  
9 Mississippi and has worked with the National Black Women in  
10 Agriculture program with Dr. Steele. And that work, you  
11 know, started some years ago before COVID, and in that work,  
12 there is an issue of access to labor, having labor, having  
13 the investments necessary to -- we've been working with USDA  
14 programs and others around the kind of equipment and group  
15 houses and the kinds of things that women need, focused on  
16 vegetable production.

17           There is an issue of transportation there, but it's  
18 not related to the women themselves needing transportation.  
19 The issue there is transportation and markets. Being able to  
20 identify markets and being able to then get produce from farm  
21 to market is an investment problem.

22           So the whole focus on alternative economic  
23 strategies is one that we would really like to have  
24 conversations about as a result of what happened with trade  
25 and also what happened with trade related to access to food

1 during COVID and the conversation that is going on now about  
2 how we need to bring our food production back to this country  
3 and not rely so heavily on food coming from other places. So  
4 that's a great opportunity that could lift up people that  
5 have skills, that have access to land, but don't have access  
6 to capital.

7 And then, on what Nora talked about in terms of  
8 apprenticeships, some years ago -- and it's an opportunity in  
9 the South only when you can find union-based jobs. Some  
10 years ago, there was -- they were building automobile  
11 manufacturing plants. Toyota built a plant up in northeast  
12 Mississippi that was accessible from the Mississippi Delta  
13 for women. And we worked with the unions there on an  
14 apprenticeship program because they could only do  
15 apprenticeships if they had a union job, so -- and that  
16 worked out very well. But the Toyota plant wanted to be --  
17 they wanted to be constructed by union labor, but they don't  
18 want to unionize the plant. So, if there was a way to extend  
19 and expand opportunities for apprenticeship programs, that  
20 would work really well, married to the resources that are in  
21 these other agencies that could undergird women going to work  
22 and staying there until they can get a foothold. I just  
23 wanted to lift those up.

24 COMMISSIONER KARPEL: Appreciate that.

25 All right. Well, we're getting to our first hour

1 mark and I see we have two hands raised, so I think I'll call  
2 on Mr. Davis and then Ms. James, and then we can take a short  
3 break and certainly welcome continuing this conversation.  
4 But let's just take two more comments and then we can all  
5 give you a little rest. So, Mr. Davis?

6 MR. DAVIS: Thank you. I realized that I forgot to  
7 introduce myself on my first comment. So hello, everyone,  
8 I'm Jerame Davis. I'm the Executive Director of Pride at  
9 Work. We represent LGBTQ union members.

10 So Sharita is saying a lot of my points better than  
11 I can, so I just want to, like, reiterate what Sharita said  
12 again and specifically point out that TAA should look at the  
13 disproportionate impact on LGBTQ people and other populations  
14 too. You know, as far as I'm aware, there hasn't ever been  
15 TAA that specifically called out the LGBTQ community for  
16 specific assistance or kind of looked at it in that way. So  
17 I think, you know, with the disproportionate impact of  
18 discrimination on the LGBTQ community and the fact that LGBTQ  
19 folks tend to concentrate in certain industries and in  
20 certain jobs, that TAA should look at that and look at the  
21 impact on that community because it can be harder to find a  
22 job because, you know, when you experience discrimination as  
23 an LGBTQ person, you might be discriminated against at work,  
24 you might be discriminated against by losing your job, or you  
25 might be discriminated against even getting a job to start

1 with. So all of those things can definitely have an impact.

2 And I just wanted to reiterate that things like  
3 childcare and transportation are also LGBTQ issues as well,  
4 and with the disproportionate impact and the disproportionate  
5 number of LGBTQ people who live in poverty, transportation,  
6 childcare, et cetera, can actually be a pretty big burden.

7 COMMISSIONER KARPEL: Thank you.

8 Ms. James?

9 MS. JAMES: Great, thanks. So, in Oregon, we have  
10 a Women in Trades Apprenticeship Program that assists women  
11 with pre-apprenticeship so that they can be competitive in  
12 the trades that, in the past, it's been difficult for women  
13 to get employed in, so, for example, construction, plumbing,  
14 electrician. We need more pre-apprenticeship programs that  
15 support women and LGBTQ workers.

16 Also, supporting the reauthorization of the Trade  
17 Adjustment Assistance Program is vital in supporting all  
18 workers impacted by trade. Our law is clearly written to  
19 support all workers, and when reemployment is hard to obtain,  
20 we provide retraining for workers. So our program is written  
21 to ensure that workers are reemployed in at least 80 percent  
22 of the wages they were making at the time of their layoff and  
23 equal or higher skill level.

24 Also, our program here in Oregon is very diverse  
25 and includes women and LGBTQ staff so that we represent those

1 that we serve. Thank you.

2 COMMISSIONER KARPEL: Thank you very much.

3 Okay. Well, we'll take a short break, just five  
4 minutes. I think Bill can put up a time clock to keep us all  
5 on the same page. But just a short break to stretch your  
6 legs, and it'll take us to 2, according to my clock, 13 or  
7 so. So see you all shortly.

8 (Whereupon, a brief recess was taken.)

9 COMMISSIONER KARPEL: All right. Well, thank you.  
10 We'll continue this conversation. I want to thank everyone  
11 so far for sharing their views. I want to hear from as many  
12 of you as possible, so if you haven't spoken already, please  
13 chime in. If you have already spoken, I welcome additional  
14 views. And even if someone may have said a similar point  
15 already, we want to hear all voices. So it's great to have  
16 someone chime in and have a similar perspective or similar  
17 experience to share. That way, we know it's not just one of  
18 the participants but one or more that have that experience.  
19 Great.

20 Well, thank you, Mr. Meserve, for raising your hand  
21 as first off the bat for the second half, so please go ahead.

22 MR. MESERVE: Hello. My name's Andy Meserve. I'm  
23 a steelworker from Kentucky, west Kentucky, and aluminum is a  
24 big industry in Kentucky, as well as bourbon, and they're big  
25 import/exporters. So, when we have trade issues, I mean,

1 they really affect our region and kind of hit on a couple of  
2 the questions.

3           Number one, what factors help or hinder? You know,  
4 unions I think are the big equalizer for all genders, races,  
5 ethnicities, or sexual orientation. All this, you know, I  
6 think gives everybody an even playing field. And the best  
7 jobs in our area are unionized. I think that's made a huge  
8 difference.

9           The next piece, wages, you know, have steadily  
10 increased in our area, and I think that's definitely due to  
11 the unionization of these jobs. We have a lot of resources  
12 in our area when it comes to trade schools, building trades,  
13 apprenticeships, so I think we definitely have access in this  
14 region to that, and I think that needs to be a major focus  
15 from Washington, D.C., and Frankfort, Kentucky, is access to  
16 apprenticeships because those are definitely ways into the  
17 middle class that are affordable.

18           You know, transportation, we're pretty rural here,  
19 so there's not public transportation at all. If you don't  
20 have a car and willing and able to drive, you're not really  
21 able to get to a job.

22           And then, you know, attendance is a big issue at  
23 the plants and the facilities, people I talk to, and that's  
24 transportation and healthcare -- or childcare is a big factor  
25 that's keeping people from being able to attend work

1 regularly and stay out of attendance trouble.

2           And then I guess I'm going to jump ahead to  
3 question three, imports and exports gets back to bourbon and  
4 aluminum for us with the tariffs that are put on. So we were  
5 hurt -- the bourbon industry was kind of hurt in Kentucky,  
6 where the aluminum industry kind of took off. So we had,  
7 like, a plus and a minus in our region. But, for the most  
8 part, you know, our area is growing and doing pretty good  
9 right now.

10           COMMISSIONER KARPEL: Thank you. And do  
11 you -- has your experience been different -- have you seen a  
12 different experience between -- you know, you talked about  
13 unions and unions being sort of the equalizer. Have you seen  
14 that in terms of workers, whether it's male or female workers  
15 or LGBTQ or sort of the general population, have you seen it  
16 being sort of an equalizer with respect to those kind of  
17 workers? Is that what you were referring to or more --  
18 there's something else?

19           MR. MESERVE: No, absolutely, I think unions are  
20 the equalizer. I mean, they keep it fair. They give  
21 everybody an equal shot, and I think that that definitely  
22 helps in my experience with the facilities that I'm working  
23 with.

24           COMMISSIONER KARPEL: Great. Thank you for sharing  
25 that.

1                   Okay.  Anyone else?

2                   (No response.)

3                   COMMISSIONER KARPEL:  Okay.  Well, why don't I take  
4                   this opportunity to flag the third question, though I think  
5                   we've already had a bit of discussion about that, but welcome  
6                   additional thoughts and comments.  So it's what policies or  
7                   programs have been successful in helping workers and women  
8                   and LGBTQ workers in particular to deal with adverse impacts  
9                   from trade or to take advantage of trade-related  
10                  opportunities?  Are there ways those policies or programs  
11                  need to be changed to better address the needs of women or  
12                  LGBTQ individuals and, if so, how?  Are there areas where  
13                  more or better resources are needed?  Okay, Dr. Borrowman,  
14                  just go ahead.

15                  DR. BORROWMAN:  Yeah.  I'll just jump in again kind  
16                  of from a more macro perspective as that's my focus, but just  
17                  to say, you know, creating binding and enforceable things in  
18                  trade agreements is something, I think, that's really  
19                  important for U.S. trade policy going forward on a big level,  
20                  and that again applies both globally and domestically.  And I  
21                  know within the USMCA that there were some provisions in  
22                  there relating to protections for gender identity and sexual  
23                  orientation, and after some back and forth, that was taken  
24                  out due to some opposition and a footnote was put in that the  
25                  U.S. didn't have to do any more about that.  So I think

1 that's just like a level that we can think of at the  
2 broadest, is how do we create protections within trade  
3 agreements themselves and trade policy to start really  
4 helping workers, and not only that they're in there, right,  
5 because there's a lot of trade agreements now that often have  
6 language around gender, but it's not enforceable at all, and  
7 so we really need to think about how we start putting that  
8 into place in policy.

9           And then also back just to the data and kind of  
10 impact assessment piece, I think that's a program that can  
11 really be beneficial in terms of looking at the impacts  
12 before policies are carried out, right, and not just for  
13 gender but also in women and for the LGBTQI community. We  
14 need a lot more data to do that. But thinking about, you  
15 know, putting that into place beforehand, sort of looking at  
16 the impacts and then also assessing after the fact to see  
17 what actually happened in practice and how that can inform  
18 better trade policy going forward in the future. Thank you.

19           COMMISSIONER KARPEL: Thank you. And just a quick  
20 follow-up, in terms of provisions on gender discrimination in  
21 trade agreements, recognizing that the agreements are often  
22 reflecting what's going on in the partner countries already,  
23 I mean, do you see a need to sort of shift certain policies  
24 or practices that are in the United States to, for example,  
25 fully live up to that kind of an obligation if that were to

1 be more, you know, hard-hitting in a trade agreement?

2 DR. BORROWMAN: Just to clarify, are you saying  
3 does the U.S. need to do things in their own policy  
4 domestically to be able to step up?

5 COMMISSIONER KARPEL: Right. I mean, trade  
6 agreements often memorialize what countries do or feel like  
7 they already do, and so, to the extent we're just locking in  
8 place maybe current practices in a trade agreement, and we've  
9 had a lot of rich discussion today about what challenges and  
10 barriers still remain, so I'm sort of curious what in  
11 addition you might see, policies and programs that need to  
12 change, you know, domestically or in countries to better give  
13 expression to that kind of commitment.

14 DR. BORROWMAN: Yeah. I think that's a great  
15 question and obviously would depend on other country  
16 contexts. Within the U.S., I mean, obviously, something like  
17 maternity leave policies or paid maternity leave is a huge,  
18 huge thing and also then expanding those benefits and social  
19 protection benefits generally to LGBTQI workers and humans,  
20 right, to make sure that they have the same kind of  
21 protections in place, and I think that's an area where the  
22 U.S. can definitely go further.

23 In terms of other country contexts, I think that  
24 varies, right, who the treaty and agreement is with. I  
25 think, you know, for the USMCA, obviously, Canada wanted to

1 take the language a little bit further than we did and some  
2 of those protections just because that's reflective of their  
3 kind of foreign policy commitments, and, you know, ICRW is a  
4 leader in kind of feminist foreign policy globally and trying  
5 to support that. But I think, in other countries, a lot of  
6 times it's legal rights, right, even basic things in ILO  
7 conventions and making sure that we're supporting those in  
8 our trade agreements and the ratification of those, be it  
9 ones about decent work or gender-based grounds of harassment  
10 in the world of work and again making sure those go beyond  
11 just not supporting women workers but also those of all  
12 gender identities and sexual orientations. So that's a short  
13 answer to probably what could be a very long, long  
14 discussion.

15 COMMISSIONER KARPEL: No, no, no, that's helpful,  
16 though.

17 DR. BORROWMAN: So maybe a starting place anyway.

18 COMMISSIONER KARPEL: Yeah. No, no, I appreciate  
19 that. I appreciate that's a big question.

20 So, gosh, I've lost a little track of whose hands  
21 were up, but I will start with Ms. Schmid. We haven't heard  
22 from you today yet, so please go ahead.

23 MS. SCHMID: Hi, Linda Schmid. I'm with Trade in  
24 Services International, and I wanted to focus a little bit on  
25 the services economy and also the last question that you

1 mentioned. In the services economy, 80 percent of workers  
2 are employed in the services economy and there are some very  
3 high-paying sectors in the services economy, but there are  
4 also persistently low-wage sectors: tourism, leisure,  
5 hospitality. And I think it's very important for Ambassador  
6 Tai to take a look at this persistent low-wage services  
7 sector that we have and the fact that in the USMCA we do have  
8 language that talks about the fact that the U.S., Canada, and  
9 Mexico will cooperate on, for example, promoting labor  
10 practices that integrate and retain women in the job market,  
11 building capacity skills of women workers, addressing  
12 childcare issues, gender-based workplace violence and  
13 harassment. So our current USMCA addresses a lot of the  
14 things that have been discussed today.

15 But the issue with USMCA is that everyone is  
16 focusing on Mexico. So, when they start executing the  
17 provisions of the USMCA, they're going to be looking at  
18 Mexico in the sense of, well, Mexico is so far behind, then  
19 we don't really need to do anything domestically. So I think  
20 it's very important to get the message to Ambassador Tai that  
21 when they start looking at how they're executing the labor  
22 provisions in the USMCA, that they have to include activities  
23 in the United States, you know, as this discussion, I think,  
24 which I really appreciate being able to hear all of this  
25 because I think it really raises awareness. So I would say

1 that we have the tools. With a lot of trade agreements, it's  
2 a question of implementation.

3 The other thing that I would mention, and I hope  
4 that Ambassador Tai also gets this message, is that the U.N.  
5 Conventions on Women's Rights or CEDA, the Convention on the  
6 Elimination of All Forms of Discrimination Against Women,  
7 which was established in 1979 -- scary -- the U.S. is a  
8 signatory to that, but the United States never ratified it.  
9 And if you look at CEDA, and many of our trading partners  
10 affirm CEDA in their trade agreements, for example, Canada  
11 and Chile, if you look at some regional agreements, they will  
12 speak to CEDA, but I think it's really time for the United  
13 States, and I hope Ambassador Tai, will think about  
14 integrating CEDA into our trade agreements as we do our ILO  
15 commitments. So I just hope, I really hope that that  
16 message, it really needs to be lifted up and we need folks at  
17 the top to hear that this is an instrument that exists. It  
18 covers everything, and we really need to revisit it, I think.  
19 Thank you very much.

20 MR. BISHOP: You're on mute, Commissioner Karpel.

21 COMMISSIONER KARPEL: Sorry, I apologize. There  
22 was quite a traffic horn-honking event outside my window, so  
23 I put myself on mute.

24 Go ahead, Ms. Hill.

25 MS. HILL: Thank you. I just wanted to address a

1 little bit, we were talking about unions, and I, you know,  
2 belong to one and work for one, and I'd like to say that, you  
3 know, our trade agreements often do not address -- I'd like  
4 to reiterate they don't address labor rights a lot of times  
5 and we don't have policies here that really affirm labor  
6 rights within the United States, and those can be very, very  
7 useful in terms of helping prop up families, helping prop up  
8 communities with better infusion of cash and because of the  
9 high-paying jobs or even lower-paying jobs and just making  
10 them more flexible or ensuring that women can keep those jobs  
11 because they can't be fired at will.

12 But we really need to do some thought just in  
13 general on, one, the union rights and the fact that a union  
14 contract can actually put provisions in it if they can  
15 negotiate this to help if a plant shuts down and make the  
16 impact on the community less, especially if there's, you  
17 know, good provisions in there and those contracts coming are  
18 few and further between; but, also, we need to talk about  
19 investment in communities because you see things like, okay,  
20 before large plant shutdowns in, you know, like the western  
21 Pennsylvania area, like 30 years ago, they had public  
22 transportation that went to the local colleges directly.  
23 They don't have that now. Because of the disinvestment and  
24 the closure of a lot of these plants, we don't see -- you  
25 know, I can cite two communities within a 70-mile radius that

1 no longer have any public transportation into Pittsburgh,  
2 where people can find better jobs, where they can actually  
3 find education. As a matter of fact, if you wanted to go to  
4 some of the colleges, you would have to take three buses  
5 because of things like this.

6 And I would urge you not only with Trade Adjustment  
7 Assistance, which can be huge and usually help individuals,  
8 but also to provide a lot of help for communities and just in  
9 general provide help such as -- provide things such as  
10 maternity leave, provide things such as -- CEDA was  
11 mentioned, and CEDA would be -- you know, putting this in  
12 trade agreements would be awesome and just some things that  
13 guarantee that women could access some of the jobs that are  
14 out there, that they could access some of the education, and  
15 that some of this disinvestment from these trade policies  
16 would be countered not only on an individual basis but on a  
17 community basis and also with union rights so that everybody  
18 could benefit from having a union job and higher wages.

19 MR. BISHOP: You're on mute again, Commissioner.

20 COMMISSIONER KARPEL: Sorry again. The honking of  
21 the horns, at least they've quieted down for now.

22 Ms. James, please go ahead.

23 MS. JAMES: Thank you. The TAA for Workers Program  
24 is a robust reemployment program and can be a life-changing  
25 retraining program that covers all training and tuition,

1 books, fees, and even required equipment. In some cases,  
2 housing and relocation is also included. So we need to add  
3 childcare to the law and get our law passed before it sunsets  
4 June 30, 2022, and this is to protect our current and future  
5 workers affected by trade, specifically foreign trade. So  
6 trade impacts our workers whether we have trade agreements in  
7 place or not, and it's important to consider how all imports  
8 and exports affect our workers and even looking at impacts  
9 from companies that are owned by foreign investments making  
10 decisions within our nation.

11 COMMISSIONER KARPEL: Can I ask a follow-up, Ms.  
12 James? In terms of the TAA program that you work with, do  
13 you have programs that are specifically targeted or tailored  
14 to women or to LGBTQ workers, or is it more about making sure  
15 those programs are equally accessible to those kinds of  
16 workers?

17 MS. JAMES: Equal access. And we work with  
18 partners, so we work with that organization, that Oregon  
19 Women's in Trade Apprenticeship Program that I was speaking  
20 of earlier, and we work with customers to identify their  
21 retraining goals and plans and help to match them to that  
22 with our partner referrals and training facilities. We work  
23 with Title I and WIOA.

24 COMMISSIONER KARPEL: Okay. Thank you.

25 MS. JAMES: Mm-hmm.

1                   COMMISSIONER KARPEL: I open up that question to  
2 others, if there are programs to assist workers in retraining  
3 or job transition, if there's programs that are tailored to  
4 women or should be more tailored or have maybe -- maybe be  
5 targeted at women or LGBTQ individuals, if others have views  
6 on that or whether it's more just making sure there are  
7 programs -- the programs that are out there are equally  
8 accessible. So I'll go to Ms. Gayle.

9                   MS. GAYLE: Thank you. So I can speak briefly just  
10 to the impact of trade on women-owned businesses and then  
11 touch briefly on how trade policy can help support a more  
12 inclusive trade environment and women's economic empowerment.

13                   So, on the impact piece, we know that when  
14 women-owned businesses, small businesses export, they tend to  
15 earn more, they pay more, they employ more people, and  
16 they're more productive than firms that are only operating  
17 domestically. But despite all of these opportunities, we  
18 still see what an entrepreneur is just accounting for a  
19 disproportionately small share of exporters relative to their  
20 numbers.

21                   And then, on the macro scale, trade has the  
22 potential to expand women's role in the economy and help  
23 decrease inequality and expand women's access to skills and  
24 education. And there's research that shows that if men and  
25 women were to participate equally in the global economy, the

1 world would experience a 28 trillion or 26 percent increase.  
2 So that's huge. And we know that trade has this really  
3 powerful -- has the potential to be a really powerful tool to  
4 promote women's economic empowerment around the world and  
5 more broadly just inclusive growth around the world, but all  
6 that potential, just we can't really access it if women are  
7 not able to access international trade.

8 So then kind of going into the policy piece, in  
9 terms of looking at solutions, two things that I want to  
10 mention are, one, capacity building, and then, two, looking  
11 at mainstreaming digital technologies in trade facilitation.

12 So, on the capacity-building piece, just really  
13 looking at how, if women entrepreneurs were given the tools  
14 and export training and digital capacity building and other  
15 trade promotion programs to help navigate some of the digital  
16 trade world, it would be easier for them to participate and  
17 access all of those opportunities. So this can be done  
18 through public-private partnerships, by involving women in  
19 both kind of the project development and the implementation  
20 and encouraging networks and really looking at, like,  
21 mentorship and making sure that they have access to  
22 information and capital.

23 And then looking at the digital technology in trade  
24 facilitation piece, so for women entrepreneurs,  
25 administrative burdens and red tape are huge burdens to

1 global trade. And so, by digitizing the physical trade lane  
2 processes, that could help reduce a lot of that red tape and  
3 the costs and some of those supply chain bottlenecks and  
4 decrease that entry to barrier for women entrepreneurs. So  
5 we're looking at adopting policies and, like, recognizing and  
6 permitting e-signatures and more, like, contactless customs  
7 clearances and really making sure that governments can help  
8 improve the regulatory framework for small businesses to help  
9 encourage fair just global engagement there for helping women  
10 entrepreneurs.

11 And I think just the fact that there's so much  
12 paperwork and different rules globally, this is an enormous  
13 time suck for women entrepreneurs, and, of course, they don't  
14 have an army of lawyers or, like, a team to pull through the  
15 weeds of just regulations and everything, so that is a really  
16 important piece.

17 COMMISSIONER KARPEL: Thank you. Appreciate that  
18 perspective.

19 Who do we have? Ms. Faustin?

20 MS. FAUSTIN: Yes. One concept, it's not  
21 necessarily a support but just a conversation around supports  
22 needed, concept of the benefits cliff that we're discussing a  
23 lot with our partners of understanding that, you know, even  
24 providing the \$17 an hour opportunity for women in upward  
25 mobility position could be counterproductive to the benefits

1 they receive from government supports, and so they would  
2 rather keep the lower-paying jobs so they can access full  
3 childcare rather than getting a \$17, \$18, or even \$19 an hour  
4 job if that means they would lose their access to free  
5 childcare and they would need to pay for that themselves. At  
6 the end, the net benefit is none. So just the conversation  
7 around -- the education around the benefits cliff for support  
8 agencies, as well as corporations, to understand what it  
9 means when you're asking a woman. To even give her a 50  
10 cents to a dollar raise could really mean they lose a  
11 significant portion of their income. So just education  
12 around that concept for programs and employers would be  
13 extremely beneficial.

14 COMMISSIONER KARPEL: Yeah, thanks for raising  
15 that.

16 Ms. Schmid?

17 MS. SCHMID: Hi. I just wanted to kind of echo  
18 what has been said before so that you have another person  
19 making this point. I think one issue is, as we're coming out  
20 of the pandemic, we have a very low labor market  
21 participation rate for women, and that is due, they say,  
22 because of the Census surveys they take every month on  
23 employment, they ask individuals, you know, what is keeping  
24 you out of the job market, and for women of a certain age,  
25 particularly those with children, they're saying childcare is

1 a primary reason why they're not reentering the job force.  
2 So I wanted to make that point.

3 And then I think we don't -- we may not think of  
4 the challenges that lower income and less skilled workers may  
5 have coming out of the pandemic and then reentering the  
6 marketplace, and it's important to consider that.

7 First of all, they are more dependent on labor  
8 income, so it's that much more difficult to reenter the job  
9 market because they don't necessarily have assets. They are  
10 not necessarily stock or bond holders. They do not  
11 necessarily have a large savings that they can rely on to  
12 help them, you know, one, move to another community where  
13 there might be a job or pay for education and retraining.

14 So, when you start thinking about our education and  
15 retraining programs for workers, we need to think of the  
16 bigger picture and the fact that we're coming out of this  
17 pandemic, we have a lot of people who just are sitting on the  
18 sidelines because of these obstacles: childcare, the ability  
19 to train for -- the ability to afford education and  
20 retraining, and the fact that they're just operating with  
21 much fewer resources. It's hard to keep that in mind when  
22 you're in Washington, but that is really -- it's a real  
23 challenge for people, and I just wanted to, you know, add  
24 that to the record.

25 COMMISSIONER KARPEL: Thank you. I appreciate

1 that.

2 Anyone else would like to speak about programs or  
3 policies that have been helpful or need to change or be  
4 tailored in some way? Ms. Hill?

5 MS. HILL: I'd just like to ask that we put more  
6 into the development of certainly childcare but not just  
7 childcare itself. It is so difficult for women who work in  
8 jobs that are around the clock to find round-the-clock  
9 childcare if they don't have a spouse or if they don't have  
10 family willing to watch their children. I would just -- I  
11 would definitely urge some investment in that as well because  
12 it's very, very difficult for them to find that childcare and  
13 also, you know, fairly just better leave policies and  
14 investment in communities.

15 COMMISSIONER KARPEL: Thank you.

16 Ms. Fitzgerald?

17 MS. FITZGERALD: Yes. On the issue of childcare,  
18 the money that we have in childcare systems is not used as  
19 effectively as it possibly could be given that every state  
20 can have its own, you know, the box or the federal  
21 regulations and law, its own requirements that make it very  
22 difficult for people to access childcare unless they are in  
23 some sort of a particular pilot kind of program related to  
24 workforce. You can't get childcare in Mississippi unless  
25 you're working, but you can't go to work unless you have

1 childcare, unless you're working or in education.

2           So looking at some of these rules that prohibit or  
3 inhibit a person's ability to go to work and stay there,  
4 transportation is the same kind of thing. There are all of  
5 these rules and requirements that treat social services as  
6 different from economic opportunity. We have the Welfare  
7 Reform Program that was to move women from welfare to work,  
8 and what we have successfully done is to move women off  
9 welfare, which means that they are even in worse situations  
10 than before, but not to work.

11           So I feel fairly hopeful that one of the things  
12 that might survive out of this upcoming legislative agenda  
13 for the President will be childcare, will be childcare and  
14 access to pre-kindergarten, which are critical for workforce  
15 development as well. But the rules that apply to this  
16 expanded childcare money should lend itself to helping people  
17 attach to jobs and being able to stay there or attach to  
18 training and being able to stay there.

19           And we talked about -- somebody spoke a little bit  
20 before about transportation to community colleges. It's not  
21 even to cities. We did some two generation work in a rural  
22 community in the Mississippi Delta, and the community college  
23 was no more than 10 miles away from the little town, but the  
24 women were being charged \$20 each way for transportation out  
25 to the community college. Access to transportation

1 assistance through programs like the community action agency  
2 were limited and hard to come by. So reinvestment in those  
3 kinds of systems, you know, the old workforce systems that  
4 community action agencies grew out of, but looking at how  
5 those agencies can be better utilized to weave together what  
6 women need to be able to -- and the mentoring part of that,  
7 to go to get training and to bring training to where they  
8 are.

9 The other thing is around what I hope somebody is  
10 having a conversation about in terms of public health and the  
11 public health delivery system given what happened during  
12 COVID, that there's opportunity in that deficit that we all  
13 saw, that there's an opportunity to build a healthcare  
14 workforce that is linked to Medicare and Medicaid so that  
15 women are continuously paid and can be trained for jobs and  
16 continuously paid. So just thinking outside of the box about  
17 how these programs are in silos, but they all are supposed to  
18 be moving people toward workforce and economic opportunity.

19 COMMISSIONER KARPEL: Thank you. Thank you for  
20 sharing that perspective.

21 Dr. Borrowman?

22 DR. BORROWMAN: Yeah. Just to jump in on kind of  
23 the childcare piece but also to think about -- especially  
24 since we're having, you know, changing demographics of the  
25 U.S. population, I think the care needs, right, are kind of

1 brought under childcare. I think that's, like, a very  
2 important first piece, but I think also thinking about, like,  
3 elder care and kind of like those long-term care pieces, care  
4 support for those with extra needs and people with  
5 disabilities, like, this is all again part of the kind of  
6 picture we need to put together that is going to really  
7 impact, you know, labor force participation. So I just want  
8 to bring in this as well.

9           And then I feel like this is just -- it's been  
10 said, but I want to reiterate, as we think about programs and  
11 policies for the LGBTQI community, you know, it's an umbrella  
12 term with a lot of specific needs within that, and I think  
13 there's a lot of importance of thinking really deliberately  
14 about the needs of specific populations under that umbrella  
15 and what are the barriers for those, what are the specific  
16 needs of those populations, and really approaching that with  
17 a lot of thoughtfulness because I think that there are really  
18 specific needs and barriers for each group, and that's again  
19 going to be influenced and I guess promoting an  
20 intersectional lens here too, right. Those needs and  
21 barriers are going to be different for, you know, LatinX  
22 trans women versus, you know, cisgender gay men, so I think  
23 that it makes it for a very complicated approach, but I think  
24 to be the most successful, you know, integrating  
25 intersectionality in your approach as much as possible and

1 then also looking at the specific needs for LGBTQ populations  
2 under that umbrella.

3 COMMISSIONER KARPEL: Yeah. Thank you very much  
4 for bringing that up.

5 Others who would like to speak on policies or  
6 programs or to circle back to some of the other topics we  
7 addressed earlier, some of the impacts from trade? Yes, Mr.  
8 Meserve?

9 MR. MESERVE: Well, we keep bringing up childcare a  
10 lot, and it's important. I hear a lot of my workers  
11 struggling to get to work because of childcare. I have a  
12 brother that's a school teacher, seem like we put a lot of  
13 strain on our public education using it as childcare. And so  
14 I think wherever this discussion goes after this, I think it  
15 needs to be brought up that public education doesn't need to  
16 be taken -- we need to figure out childcare and not put it on  
17 public education to fill that void. So, I don't know, I just  
18 want to say that.

19 COMMISSIONER KARPEL: Thank you for sharing that.

20 MR. MESERVE: Sure.

21 COMMISSIONER KARPEL: Ms. James?

22 MS. JAMES: Yeah. We wanted to just mention a  
23 final thought here, that we wanted to acknowledge and say  
24 thank you for the work that the International Trade  
25 Commission does to investigate and issue the decisions when

1 you do find unfair trade practices. This work is really  
2 important to mention as we continue the conversation around  
3 trade impacts to workers in the hopes to prevent those  
4 impacts in the future. So we wanted to be sure and say thank  
5 you for that.

6 COMMISSIONER KARPEL: Thank you for raising that.  
7 Appreciate that.

8 All right. Well, we're getting close to our  
9 two-hour mark. I did want to circle back with a comment I  
10 think that Mr. Davis had made about, if I understood  
11 correctly, that LGBTQ workers may be concentrated in certain  
12 fields. Could you elaborate a bit on that? I think others  
13 have raised that women may be -- I think Ms. Schmid raised  
14 women being focused in some of the service industries. But  
15 could you speak a little bit more to that, that remark you  
16 made?

17 MR. DAVIS: Sure. Well, again, this, you know,  
18 revolves around a data issue. We have very limited data to,  
19 like, back this up, but the Human Rights Campaign did a study  
20 during the pandemic that found that 40 percent of LGBTQ  
21 people work in just five industries. That's -- let me see if  
22 I can remember those off the top of my head. It was  
23 restaurants and hospitality, K-12, higher ed, hospitals, and  
24 retail. Those same five industries only represent about 22  
25 percent of the jobs in the general population but 40 percent

1 of the jobs in the LGBTQ population. So we know there are  
2 different concentrations of LGBTQ people in different parts  
3 of the economy. Just by that data, that tells us that there  
4 are obviously some concentrations.

5 And then, you know -- so I think it's important to  
6 look at that piece and see, you know, are there -- is there a  
7 concentration of LGBTQI people in this field that's being  
8 affected by trade, is there a concentration of women in the  
9 field that's being affected by trade. So that's kind of what  
10 I was getting to.

11 COMMISSIONER KARPEL: Yeah, thank you.

12 Ms. Schmid?

13 MS. SCHMID: I just wanted to add, so the Bureau of  
14 Labor Statistics does have some really good tools right now  
15 where they will give you a breakdown of employment in the  
16 services sector and then they'll give you a schematic of the  
17 wages and you can see which sectors are persistently low  
18 wage.

19 And just to give you a sense, you've got 80 percent  
20 of U.S. workers employed in service industries. Professional  
21 and business services represent 3.2 percent. Employment in  
22 manufacturing is 7.9 percent. Financial services and  
23 information technology is 7.5 percent. Healthcare and social  
24 assistance is 12.9 percent. And then leisure, hospitality,  
25 and retail represent 18.4 percent.

1           So the issue here -- and this is what I've been  
2 looking at in terms of trying to understand the services  
3 economy -- is what do you need to do -- I mean, we're  
4 focusing on manufacturing and we've got certain policies that  
5 we're adopting to strengthen manufacturing, but we have to  
6 look at these persistently low-wage service sectors, which is  
7 leisure, hospitality, and retail trade, and we need to ask  
8 our -- we need to ask the questions, why are those jobs  
9 persistently low wage, and, I mean, I think it has a lot to  
10 do with the fact that you have a decreasing number of people  
11 who are employed in unions and you have a lot more  
12 asymmetries of power between workers and companies and their  
13 ability to collective bargain.

14           And here again, I want to draw back into what we've  
15 done in the USCMA. When we talk about doing training, for  
16 example, with women on collective bargaining, we don't want  
17 to just focus on Mexico. We want to also focus on the United  
18 States. So I hope that answers -- you know, gives you a  
19 fuller picture of employment in the labor -- in services  
20 industries. But, again, if you look at the Bureau of Labor  
21 Statistics and you see the graphics that they've -- I mean,  
22 this is recent -- that they've come up with and they show you  
23 the costs and which sectors are, I think it will help us  
24 develop policies that will improve the environment for  
25 workers in those persistently low-wage sectors.

1                   COMMISSIONER KARPEL: Thank you for sharing that.  
2 Appreciate that.

3                   I'm going to call on Ms. Faustin next, but before I  
4 do, I just wanted to open the floor as we're approaching the  
5 two-hour mark for anyone else who has any final comments to  
6 add or some issues to raise that maybe I didn't ask about but  
7 they would like to share. I welcome those views and  
8 perspectives. And then I'll open the floor to my colleagues,  
9 the fellow Commissioners, if they have any questions to pose.  
10 And I hope a few of you are able to stay a bit past 3:00, but  
11 if you're not, again, we understand you may have other  
12 commitments. But, for those who can stay, please do. So,  
13 Ms. Faustin, please go ahead.

14                   MS. FAUSTIN: Thank you all for having this space  
15 for us to have a conversation. I wanted to echo on how right  
16 the need for more data for the LGBTQ+ community, but also in  
17 the sense of more funding for the organizations to provide  
18 education around the needs. Just as this conversation is  
19 under the umbrella of gender and sexual orientation, we often  
20 find that initiatives focused on women are also focused --  
21 the need for LGBTQ+ community without the adequate education  
22 and resources.

23                   Our organization has had to lean on our LGBTQ+  
24 partners for education and they are usually understaffed,  
25 underpaid, to be able to support us in those initiatives. So

1 I just wanted to advocate, as we are seeing the lack of data  
2 and lack of support, there are organizations like ours that  
3 want to be more inclusive and provide different supports, but  
4 we need education. So helping the other organizations with  
5 additional funding for education so they can support the  
6 communities around them. So I just wanted to lift that up as  
7 an option and a desire in this space.

8 COMMISSIONER KARPEL: Thank you very much.

9 Any additional thoughts from participants that you  
10 want to share? Yes, Ms. Husk?

11 MS. HUSK: I just wanted to go back again, the  
12 childcare has been raised several times. I think we all know  
13 that's an issue. Paid maternity leave, that is an issue, you  
14 know, that, you know, a lot of times women have to just take  
15 leave and try to deal with it whenever they need that.

16 Another thing that has really become apparent to me  
17 with one of the members of our local, Mr. Meserve -- he's  
18 actually my union president -- he kind of spoke to it -- is  
19 we have a lot of issues  
20 with -- and it goes right along with the childcare, with  
21 COVID and people having to take off work to care for their  
22 children, especially our newer employees. They don't qualify  
23 for FLMA for a full year until they've been employed that  
24 long, and a lot of them run into attendance issues within  
25 that first year because they've had to miss, you know, due to

1 a child being quarantined or, you know, just sick and they  
2 have to take off and care for this child.

3 So, you know, these people are having to make that  
4 hard decision, you know, between their families and their  
5 jobs and the job that they need so desperately to support  
6 their families. So I think that's another thing that just  
7 kind of goes into with women, you know, because, generally,  
8 we are the caregivers, we're the mothers, and so I think that  
9 that's an issue that needs to be looked at.

10 COMMISSIONER KARPEL: Thank you for sharing that.  
11 Well, then I will ask if any -- if the other Commissioners  
12 have questions they wanted to pose to today's participants.  
13 Chair Kearns?

14 CHAIR KEARNS: Great. Well, thank you all very  
15 much for participating today. This is very interesting. I  
16 guess, let's see, I'll start with this question, I think, and  
17 I don't know how readily available this data is, but it is  
18 interesting. I guess I'll start with you, Ms. Borrowman.  
19 You know, you mentioned that, you know, the jobs are sort of  
20 segregated in the United States, and, I mean, it does seem to  
21 me like one thing we're going to need to get a good handle on  
22 is on those data. How readily available is the -- are those  
23 data? I mean, can we say that, you know, in steel  
24 production, you know, it's 35 percent women? I mean, because  
25 I think we're going to want -- in order to kind of connect

1 this back to trade, I think we have to take a lot of what  
2 you're saying and then have, you know, the trade economists  
3 come in and say here's a sector that hasn't done so well in  
4 trade, here's a sector that's done very well in trade, and  
5 here's kind of the dynamic of that in terms of gender and  
6 orientation. And I was very happy to hear Mr. Davis make a  
7 similar point about the data with the Human -- was it Human  
8 -- not Human Rights Watch, it was another group. But, in any  
9 event --

10 MR. DAVIS: Human Rights Campaign.

11 CHAIR KEARNS: Human Rights Campaign, yes, of  
12 course. So can you help speak to that? Can you share that  
13 data with us in order to help us understand, you know, where  
14 the jobs are and aren't in terms of women and in terms of  
15 orientation?

16 DR. BORROWMAN: Yes, I think there is readily  
17 available data by gender at least in the binary, right? But  
18 I think my work -- I've done a lot of work on looking at  
19 these patterns globally where the data isn't so great, but I  
20 think that is available in the U.S., and I can send you some  
21 of that later, and I think Linda was even pointing to some of  
22 that within the service sector, so that is there.

23 For sexual orientation, you know, different gender  
24 identities, that is not there, not well anyway. I think  
25 there's, like, some, you know, small-scale efforts, as Jerame

1 was talking about within the HRC, but it's just not really  
2 readily available yet, so that will be much more of a  
3 challenge. We might be able to put together kind of like a,  
4 you know, patchwork of things to get a broad sense, but I  
5 don't think you'll be able to do the type of in-depth  
6 analysis that you would with gender, where you can say yes,  
7 these are the different breakdowns by sector or even maybe  
8 with some wage data and your economists can come in and do  
9 these kind of, like, models, right, of shocks for those  
10 sectors and see what the impacts would be. So I think you'll  
11 have a little bit of different capabilities with each.

12 CHAIR KEARNS: Okay. We'd love your help in sort  
13 of gathering that data if we don't already have it. I think  
14 that that would be helpful.

15 DR. BORROWMAN: Yeah, I'd be happy to collaborate  
16 after the call, so I'll be in touch.

17 CHAIR KEARNS: Thank you.

18 Morgan? She froze. Morgan, did you have something  
19 to add?

20 MS. MENTZER: Yeah, I just wanted to add with the  
21 data collection I think what's critical is the questions  
22 you're going to ask and the information that you will provide  
23 to employers as to how to that gather that data. I think  
24 there's a lot of confusion from many employers about how do I  
25 even talk about gender identity versus sexual orientation. A

1 lot of people conflate the two things. So really providing  
2 guidance that I think is garnered from, you know, community  
3 organizations and working with specific LGBT community  
4 members about what are the questions that we can ask to make  
5 the data the most effective and reflective of the actual  
6 numbers.

7 CHAIR KEARNS: Okay. Thank you.

8 One little thought too on what you said, Jerame,  
9 the sectors you mentioned sounded to me like sectors that  
10 aren't as tradable as some of the other sectors, and I guess  
11 we have to kind of know more about the data to know if that's  
12 true, but then it's interesting to me to think about where we  
13 go from there if that's true, you know, what does that then  
14 mean. So I don't know. I'm just thinking out loud here, but  
15 that, to me, is kind of the next step that we'll have to  
16 think about in terms of that segment of things. I have one  
17 other question, but I'm going to turn it over to Vice Chair  
18 Stayin. I saw he had a question.

19 COMMISSIONER KARPEL: I think Ms. Schmid had her  
20 hand up. If it's in response to Chair Kearns, please go  
21 ahead.

22 CHAIR KEARNS: Great. Thank you.

23 MS. SCHMID: Yeah, I would say that, I mean, for  
24 example, if you're looking at services trade and you're  
25 looking at the persistently low-wage service sectors, they

1 were probably the sectors that were hit hardest by the  
2 pandemic because you had this fall-off in travel to the  
3 United States, so when we think about services, we have to  
4 remember that a big part of services trade is when we have  
5 international patients, businessmen, tourists, students  
6 coming to the United States that are purchasing all of these  
7 services, and it's actually, I mean, education services is  
8 one of our largest exports, so it's creative thinking in  
9 thinking about the nexus between our trade policies and  
10 service industries, and a lot of times this means looking at  
11 the regulatory infrastructure. I mean, that's a short answer  
12 to that question of whether or not they're traded services,  
13 but, generally speaking, if foreigners are coming to purchase  
14 them, they're traded services.

15 CHAIR KEARNS: Thank you. That's very helpful.  
16 I'm smiling because my wife is an English as a Second  
17 Language teacher at the college level, and she is now  
18 unemployed since COVID happened. Almost all of her students  
19 were Chinese, I think, and, yes, so I know what you're  
20 saying, so thank you.

21 COMMISSIONER KARPEL: Did any other Commissioners  
22 want to -- go ahead, Vice Chair.

23 VICE CHAIR STAYIN: Yes. A number of you have had  
24 experience with issues involving the difficulty of women  
25 and/or LGBTQ trying to get jobs in the manufacturing sector.

1 These are obviously good jobs and, certainly, both of those  
2 would be able to learn and be trained to do the work in the  
3 manufacturing sector. What has been the success of being  
4 able to bring those jobs to those people? We've heard about  
5 the difficulties. Have there been success and how was --  
6 what was the basis? How were they able to have success in  
7 getting into the good manufacturing jobs? I think some of  
8 the union people might have commented on that. Your  
9 microphone. Your microphone.

10 MR. MESERVE: I'm not really sure I have an answer.

11 VICE CHAIR STAYIN: There you are. I mean, these  
12 people are in jobs. I mean, we have people who are in these  
13 jobs, and I guess I'm hoping they're able to maintain and  
14 stay there. Is that true?

15 MR. MESERVE: Well, my experience, I mean, with  
16 having a union and a union contract, you know, we have an  
17 anti-discrimination clause in our contract, so that protects  
18 people, protects women, so, I mean, as long as you're able to  
19 train and learn the job, it doesn't matter. The rest of it  
20 is irrelevant.

21 VICE CHAIR STAYIN: So are the unions mutually  
22 supportive of these different sectors?

23 MR. MESERVE: United Steel Workers definitely is.

24 VICE CHAIR STAYIN: Thank you.

25 Anybody else want to comment? Ms. Hill?

1                   COMMISSIONER KARPEL: Ms. Hill? Yes.

2                   MS. HILL: I just wanted to comment that, you know,  
3 we need the outreach. I think there's a lack of outreach in  
4 the manufacturing sectors to women in general. A lot of  
5 times it's not something -- you know, you don't see -- and I  
6 know as a union we frequently run programs into schools, but  
7 you don't see the discussion around manufacturing. It's not  
8 seen as a "sexy" industry to go into, and it's not seen as  
9 one frequently that is -- I think women end up with a -- we  
10 have many, many successful women, but I just think, in  
11 general, when kids are in high school, they're not thinking  
12 about manufacturing, especially females, as a job to go into,  
13 and I think that needs to be changed with outreach to schools  
14 because I think they're going to be -- you know, your young  
15 girls might be thinking more about nursing.

16                   They might be thinking about other jobs that they  
17 see -- you know, they don't see as many women in  
18 manufacturing that look like, you know, people that look like  
19 them in these jobs, so I think it's really something that we  
20 need to look at in terms of trying to do that, and I know  
21 that there's a number of unions that carry outreach into  
22 schools and they have women who are doing outreach in  
23 schools. I'm an officer for Coalition of Labor Union Women,  
24 and I know some of our women do that, but I just think it's  
25 something that needs to be done more frequently.

1                   VICE CHAIR STAYIN: Do you find that women are  
2 getting jobs in manufacturing, that they have the capability  
3 as much as any man does and that in that sense they are  
4 getting into it and then the question is what you just  
5 brought up, do they know that there is such an opportunity in  
6 manufacturing and getting in and passing this kind of  
7 information on to students coming up is very important, but I  
8 think it's pretty important to encourage -- these are good  
9 jobs, and I think that we need women and the LGB communities  
10 to be able to have those opportunities, so we look forward  
11 to, you know, your suggestions and any thoughts you may have.

12                   MS. HILL: If I might add?

13                   VICE CHAIR STAYIN: Please.

14                   MS. HILL: Many manufacturing jobs -- so part of  
15 the problem is many manufacturing jobs lack flexibility, and  
16 not just women need flexibility. Men need flexibility as  
17 well because they have share of the child-caring duties, and  
18 so pushing that aspect would be really, really helpful. I'm  
19 not quite -- you know, there are some programs that would do  
20 that, but manufacturers are typically reluctant to have more  
21 flexible jobs at least in my experience.

22                   Andy, you might have a different experience there,  
23 but it just seems that, you know, manufacturers are less  
24 flexible than other industries in terms of getting women into  
25 these jobs, and I would actually -- I've spoken before to

1 companies about how they need to have more flexibility in  
2 their jobs because, you know, men share childcare duties, and  
3 sometimes men are even afraid -- it's not just women, but  
4 sometimes men are afraid to speak up and admit they have  
5 childcare duties, and it sometimes has a detrimental impact  
6 on their employment. I'm sorry, I'm getting off topic here,  
7 but --

8 VICE CHAIR STAYIN: No, I appreciate your comments.  
9 Ms. Mentzer, did you want to comment?

10 MS. MENTZER: Yeah, we find in our organization  
11 that a lot of folks from the LGBTQ community are absolutely  
12 interested in the trades, manufacturing, all of that. A lot  
13 of the issue for us comes with retention and creating a space  
14 where folks actually can remain in the job, and that varies  
15 from facing discrimination and harassment to lack of  
16 visibility and mentorship opportunity, so I think connecting  
17 folks that are underrepresented, building the system so we  
18 can say, yes, there is someone that you identify with, you  
19 can talk to them if something comes up, provide support  
20 systems. The retention is really what we're seeing a lot of,  
21 is folks want these jobs, they want the economic benefits,  
22 but it's staying in the job when they're facing any kind of  
23 discrimination or harassment is what drives many folks out.

24 VICE CHAIR STAYIN: That's a very important point.  
25 They get into the job and they're working in the job and they

1 may be doing the work as well as anybody else, but because of  
2 different -- they are harassed and driven out of the jobs.

3 Ms. Faustin, you had a comment?

4 MS. FAUSTIN: Absolutely. I really appreciate this  
5 conversation. Just a couple of points. Our organization  
6 focuses on the pipeline, so we start as young as seven years  
7 old with hands-on engaging opportunities for girls and we go  
8 through adults with job training.

9 As far as the welcoming environment that was just  
10 discussed, the was a USA Today study done last year that said  
11 apprenticeship environments are reported as hostile by 97  
12 percent of women who go through them, and that's from their  
13 fellow trainees to the instructors to then the placement  
14 later, so that's still the sexual harassment, feeling of  
15 being welcomed in the space is still uncommon.

16 As far as education, I wanted to note that my  
17 little super heroes in the back here, speaking of childcare,  
18 as far as education is concerned, what we're seeing also for  
19 elementary age, middle school, high school is that it's not  
20 just about access to those pathways, it's the gatekeepers of  
21 school counselors, teachers, and even parents who still see  
22 the trades as a lesser path, and if an opportunity is  
23 presented to a young person, they have so many people in  
24 their ear telling them that's not the way to go. So the  
25 stigma around the trades is still a prevalent barrier to

1 having more workers interested in the space.

2 And then the last piece around flexibility, again,  
3 because we have a shortage of individuals in the  
4 manufacturing space, we are seeing greater flexibility. You  
5 know, necessity is the mother of invention. They're sharing  
6 workers down here with schedules because there's not enough  
7 trained, skilled people to do the manufacturing work, and so,  
8 when they get their backs up against the wall, we're seeing  
9 ingenuity happen as far as how they can get more workers into  
10 their space. Thank you.

11 VICE CHAIR STAYIN: Great. Thank you, and thank  
12 all of you. I appreciate everything that you brought to us  
13 today, and we have a lot to think about.

14 COMMISSIONER KARPEL: Any other -- oh, go ahead  
15 Chair Kearns.

16 MR. BISHOP: You're on mute, Mr. Chair.

17 CHAIR KEARNS: Thank you very much. Sorry about  
18 that. I have one question for you, Ms. Husk. I think this  
19 quote I have that my aide sent me I think is from you. You  
20 said I work in a primary aluminum smelter. We went from  
21 employing 500 to 180. We had 30 women, and now we have 12.  
22 Even though we have hired back 430, we still have very few  
23 women. Jobs became -- this is an interesting point that I  
24 want to ask you about. Jobs became physically harder because  
25 jobs were combined. This forced women to take early

1 retirement and so forth. Can you tell us more about that?  
2 What caused the cut in your workforce? And can you tell us  
3 more about kind of that dynamic on the factory floor, why it  
4 is that it makes it harder for women in those situations?

5 MS. HUSK: Yes, I can. In 2015, there was an  
6 influx of aluminum from China that caused aluminum prices  
7 just to plummet, which caused American smelters, you know, to  
8 struggle quite a bit. America actually lost several smelters  
9 during that time, and our smelter curtailed from five-line  
10 operation down to a two-line operation, and what that did is  
11 several of our departments downsized, and it forced a lot of  
12 women back into the potlines, which is the most physical  
13 department that we have, so a lot of these ladies in their  
14 60s are being forced back into the potlines, you know, when  
15 they've already developed arthritis issues, whatever, and  
16 they're having -- and they were struggling there.

17 And also in the potlines we used to have three  
18 different classifications of jobs and each had their own  
19 jobs. They had their own little part of it, you know, so  
20 everybody had their thing to do. Whenever we had the  
21 downturn and we went to a two-line operation, you know, the  
22 company was struggling just trying to stay afloat, and so  
23 they did away with a lot of those classifications, so now  
24 there wasn't -- a woman couldn't say, okay, I can do this job  
25 and then use their seniority to bid into a job that she was

1 able to do with her physical abilities. Those were gone  
2 because now all the job tasks came into one job, and if she,  
3 you know, couldn't do all of them, then she wasn't able to do  
4 that part of that job or do that job anymore.

5 So, like I said, it really affected our plant  
6 greatly. Like I said, you know, there was a tariff signed  
7 in. I can't remember when President Trump signed that in  
8 exactly, I'm thinking about '17, you know, and that changed  
9 our industry dramatically to where aluminum prices are back.  
10 Like I say, we're in a rebuilding. We've hired a lot of  
11 people, but, like I said, because things have changed and now  
12 women coming in, the potlines is where we hire women into  
13 and, like I said, those job classifications have gone away  
14 and there's so much stuff do to. Training is very hard. We  
15 have a lot of training issues in our plant that we're trying  
16 to work through.

17 Like I said, it's just become such a physical job  
18 that women coming in, they're struggling with it. Then we  
19 also have other issues of forced overtime and flexible  
20 schedules that I think Ms. Hill spoke about. We're seeing  
21 all that in our plant, and like I said, it not only affects,  
22 you know, the women coming in, like Ms. Hill also spoke, you  
23 know, our young fathers are coming in and they're struggling  
24 with this, with these schedules, these forced overtimes,  
25 16-hour days, and sometimes people are just having to make

1 that decision, you know, that this is a great-paying job. In  
2 our area right here, you know, it's up there with the top  
3 ones. We've got great benefits, but sometimes these people  
4 just have to make the decision that I have to put my family  
5 first.

6 CHAIR KEARNS: And in your experience, is it harder  
7 for women to take forced overtime than men because of family  
8 commitments or whatnot?

9 MS. HUSK: I think it can be. Especially, you  
10 know, some of our women, we see young mothers, young single  
11 mothers, you know, they're already working a swing shift,  
12 which is very hard to procure childcare. You know, you  
13 almost have to have someone that can help because we don't  
14 have a lot of childcare in our area. In Hancock County, I  
15 think we have about 9,000 people in our whole county, so  
16 we're a very small rural county, so we already don't have a  
17 lot of childcare options in the county, you know, so usually  
18 people are dependent on mom or dad or somebody who also may  
19 be working but then maybe keeping a child over a night shift,  
20 and so, you know, now you're forced over four hours in the  
21 morning, so who's going to go get the child, who's going to,  
22 you know, get them to school, to do all those type of things.

23 So then we wind up, like I said, everybody with  
24 attendance issues because people, you know, they just can't  
25 leave their child, so they're having to do the call-offs,

1 and, you know, there's no provision for that leave for them,  
2 so we wind up, like I said, losing a lot of people from those  
3 issues.

4 CHAIR KEARNS: That's very helpful. Just two  
5 follow-up questions. One is -- so that you kind of explained  
6 what happened when the jobs were lost. Did things go back to  
7 how they were when you got back up to 430, or did it remain  
8 sort of where people are doing -- were combining jobs and  
9 that sort of thing?

10 MS. HUSK: We're still combining jobs. Actually,  
11 we've had one department that we very recently like within  
12 the last month have kind of split it back out into some  
13 classifications because, like I said, the company has  
14 realized that the training issues -- when you're trying to  
15 train people for all the duties in five jobs, you know, it's  
16 very hard to get people trained, so, like I said, the company  
17 has realized this and that there's a need to do this and it's  
18 started, but we're not completely there yet.

19 CHAIR KEARNS: Okay. And just to make sure I  
20 understand, so you said that you had 60-year-old women who  
21 were going back to the -- what's it called? The pot --  
22 what's it called again?

23 MS. HUSK: Potlines.

24 CHAIR KEARNS: Potlines.

25 MS. HUSK: Yes.

1           CHAIR KEARNS:  And so I'm guessing that they got to  
2           keep their jobs because they have seniority, but they had to  
3           go back to doing the very difficult work that they were no  
4           longer able to do and that was harder for women than it is  
5           for men when you're 60, I guess.

6           MS. HUSK:  Yes, I mean, well, it would be hard for  
7           men when they're 60 also.  Our potlines is where our smelting  
8           pots are.  It's a high heat area, a lot of physical work,  
9           especially when the jobs were combined because, like I said,  
10          before, you know, there was three classifications, and if you  
11          had the seniority, you could bid into the classification, you  
12          know, where you'd have to do less of that physical work.  We  
13          had a lot of women over the years that have bid into  
14          fork-truck drivers, you know, because that's the less  
15          physical, so they could handle that work better, but when all  
16          the classifications were shoved into one, there was no -- the  
17          fork-truck driver could also be the one who was having to,  
18          you know, use a crowbar or huge wrenches or -- you understand  
19          what I'm saying?

20          CHAIR KEARNS:  I do.  Yeah, that's very helpful.  
21          Thank you very much.  I don't have any other questions.

22          COMMISSIONER KARPEL:  Commissioner Johanson?

23          COMMISSIONER JOHANSON:  Yes, thanks for all of you  
24          for being here today.  It's been a very interesting  
25          discussion.  I had a question for Ms. Faustin.  You brought

1 up something earlier today. Is she still on the line?

2 MS. FAUSTIN: Yes, I'm here.

3 COMMISSIONER JOHANSON: Okay. I'm sorry. I didn't  
4 see you there. Okay, Ms. Faustin. Earlier today you brought  
5 up the issue of unfilled positions in North Carolina. You  
6 said there are a number of unfilled positions in your area.  
7 I was wondering why are these jobs not being filled, and can  
8 you maybe describe in particular what types of jobs these are  
9 and if women might be dissuaded from applying for them?

10 MS. FAUSTIN: Excellent. So there's a number of  
11 unfilled jobs. The ones that I was discussing in particular  
12 were in advanced manufacturing, so we have a number of  
13 manufacturing companies from tool maker -- Black & Decker is  
14 one of our partners that they're just struggling to see the  
15 pipeline being filled. I think that's the narrative across  
16 the board for trades in general. You know, it the data  
17 around by the year 2028 there'd be two to three million jobs  
18 available in the skilled trades without the workers to be  
19 able to fill them, and we're seeing the pandemic put an  
20 exponent behind, you know, that, and so what we're seeing is  
21 the increased need and just the lack of skill set, being able  
22 to have it readily available.

23 What we're trying to do is trying to fill that gap,  
24 so with the trades having been taken out of public education  
25 around the '70s and '80s, then about two generations of

1 individuals, unless you had a -- my little stump speech,  
2 unless you had an uncle or aunt who was in the trades or  
3 someone with a garage with a saw that you could be exposed  
4 to, there is a whole population of individuals who have  
5 self-selected as unqualified for these roles because they've  
6 never been exposed to it. We're trying to close that gap of  
7 exposure.

8           Women in particular, we have an upward mobility  
9 concern here in Charlotte where, if you're born in poverty in  
10 this community, you have a 0.4 chance of getting out of  
11 poverty, and so we're trying to connect the dots between  
12 trades and the communities of poverty in our community with  
13 single mothers being a large population there, and so it's  
14 the gap of the availability of the training needed to get in  
15 there as well as some of the standards that are asked for,  
16 like that four-year degree that may or may not be necessary  
17 to actually fulfill the need for that job, and so it's a  
18 quick answer. I hope that answers in general the question.  
19 I'm happy to go deeper if any additional context is needed.

20           COMMISSIONER JOHANSON: Yes, actually, I mean, you  
21 mentioned the need for training. Actually, I have two  
22 components to my question. First of all, are local community  
23 colleges providing some of that training, and secondly, are  
24 the employers or potential employers, are they providing  
25 internship opportunities or other opportunities for folks to

1 enter these different trades?

2 MS. FAUSTIN: So I know, in South Carolina, in the  
3 area, York Tech does have coursework around advanced  
4 manufacturing, and then employers are looking to be able to  
5 provide both internships and apprenticeship opportunities. I  
6 think there's a disconnected workforce community here that  
7 helps -- that allows for the education information to get to  
8 the people who need it the best, so there's like pockets of  
9 employers who are providing a little bit of a training over  
10 here, a little bit of training over there, but the  
11 interconnectedness of the system is lacking to be able to  
12 ensure that the information is given to the masses for those  
13 opportunities.

14 COMMISSIONER JOHANSON: Yeah. Thanks, Ms. Faustin.  
15 It's frustrating for us to hear this. You're not the first  
16 witness in these roundtables to bring up the issue of  
17 positions not being filled due to inadequate training.

18 MS. FAUSTIN: Yes, sir.

19 COMMISSIONER JOHANSON: I mean, that's something I  
20 do think that our society in general has to try to find a way  
21 to address this because, if there are jobs out there and we  
22 have people without employment who need employment, we need  
23 to find a way to see that they can actually qualify for these  
24 jobs, so --

25 MS. FAUSTIN: Absolutely. What we're seeing here

1 is a very active conversation, is our workforce development  
2 funding is beginning to be redirected, so that may sound  
3 simple, but you have to have an employer commitment of hiring  
4 before they fund your workforce training. There's lots of  
5 organizations that do training that may or may not lead to a  
6 job that I think people have been assuming for years now  
7 that, oh, they had these training opportunities from other  
8 nonprofit organizations, but they're not leading to the jobs  
9 in that field.

10 So we're trying to re-invigorate what that  
11 conversation looks like to say no, there has to be an  
12 employer commitment on the front end that they will hire  
13 these, that the employer is involved in the curriculum so  
14 that those workers are job ready when they finish these  
15 training programs, so just the disconnect there. I think the  
16 resources are there, but they're not connected to the right  
17 individuals. There's a disconnect in the pipeline of the  
18 training provider and the employer so, by the time they come  
19 out, they might have gotten some basic knowledge, but they  
20 still don't make the entry-level requirements for that  
21 organization.

22 COMMISSIONER JOHANSON: Are companies willing to  
23 make the commitment to hire people who will go into training  
24 at the time they decide to enter the programs?

25 MS. FAUSTIN: We're starting to see a greater

1       commitment there, so I'll give an example. Rosendin  
2       Electric, a worldwide electrician company here. We have a  
3       basis here in Charlotte. They're hiring 250 individuals this  
4       year for the jobs they need to do uptown Charlotte, and  
5       they've committed 50 of those jobs for novice workers, so, of  
6       the 250, they're saying 50 will be novice, and we're working  
7       directly with them to get them individuals up to par to be  
8       that novice level so that, of course, when they come onto a  
9       jobsite, say they're not a danger to you or them. They have  
10      enough basic knowledge to be, you know, field ready at that  
11      time.

12                So we're starting to see a greater influx of  
13      employers who are ready. They have no other choice honestly.  
14      They're running out of people to do the jobs, so they're  
15      having to open their doors to more people that they might  
16      have previously not considered.

17                COMMISSIONER JOHANSON: All right. Well, thank  
18      you, Ms. Faustin. I greatly appreciate your input.

19                MS. FAUSTIN: You're welcome. Thank you.

20                COMMISSIONER JOHANSON: And thanks to everyone else  
21      who's appeared on the panel today.

22                COMMISSIONER KARPEL: Commissioner Schmidtlein?

23                COMMISSIONER SCHMIDTLEIN: Thank you. Well, I'd  
24      like to thank everyone for being here today. It's been a  
25      fantastic discussion. I've been just loving listening to it.

1 So my question really goes to something Ms. Husk said and  
2 maybe Ms. Faustin, you know, I heard you mention that, you  
3 know, once the tariffs went on that you saw the, you know,  
4 people being hired back, things started going better, has  
5 that also translated into higher wages for people at your  
6 plant? Have you all been able to share in that in other  
7 words? Ms. Husk?

8 MS. HUSK: Yes. We actually just negotiated a  
9 contract last year, and we had some significant gains in  
10 wages.

11 COMMISSIONER SCHMIDTLEIN: Okay. That's great.  
12 And I'm just curious, Ms. Faustin, I think you might have  
13 turned your camera off, but do you all see wages, the wages  
14 being offered going up given the scarcity of people that are  
15 able to fill the jobs that are available? Is that an  
16 approach that employers are taking to try to entice people to  
17 take those jobs or to somehow get the training? Is that --

18 MS. FAUSTIN: We are. We are seeing an increase in  
19 wages in some of the entry-level positions. There's still,  
20 though, the disconnect. For instance, you may have an  
21 Amazon, you know, who's offering X amount of funding with a  
22 little bit of training, but it's not a career, you know, it  
23 doesn't offer, you know, the long-term pathways, and so a  
24 little bit of instant gratification is happening in our  
25 space, and so we're looking at what can be done to influence

1 or even support pathways of transition. Like, maybe that's  
2 what you need right now is we get you up-skilled to be able  
3 to take another position that is a long-term benefit for you  
4 and your family.

5 COMMISSIONER SCHMIDTLEIN: Mm-hmm. Mr. Meserve, I  
6 see you have your hand up.

7 MS. MESERVE: Yeah, I just want to add to Cheryl's  
8 comment. Like I said, we have just negotiated a contract  
9 and, you know, wage -- we got a good wage package, but with  
10 the TAA agreement that's out there, I've had three workers --  
11 I did new-hire orientation, and I've had three employees that  
12 have come back into skilled labor maintenance positions that  
13 benefitted from those dollars, went back to school. They  
14 worked for our plant as production workers, paid off,  
15 retrained and now hired back as -- so, you know, definitely  
16 got to experience and see those dollars pay off for our  
17 facility.

18 COMMISSIONER SCHMIDTLEIN: Mm-hmm. That's great.  
19 Does anyone else want to add anything to that?

20 (No response.)

21 COMMISSIONER SCHMIDTLEIN: No? Okay. Well, I  
22 really appreciate you all being here today. I know I'm  
23 conscious of the time. It's already 3:30, so just thank you  
24 again.

25 COMMISSIONER KARPEL: Well, thank you, everyone.

1 We'll conclude here unless there's any parting words that  
2 anyone wants to say. If not, I want to extend a huge thank  
3 you to all of you for your time. Oh, I see Ms. Husk. Please  
4 go ahead.

5 MS. HUSK: I just wanted to thank you for the  
6 opportunity. I think that one thing with the trade deals,  
7 you know, is talking to workers and letting us have a voice,  
8 I think, is very important, so I just do want to thank you  
9 for the opportunity to be able to have our voice and tell our  
10 side of how these things impact us in our workplaces, so I  
11 just wanted to say my -- put my appreciation out there.

12 COMMISSIONER KARPEL: Well, thank you very much.  
13 That's a very perfect note to end on. That was our goal and  
14 is our task that's been given to us by USTR, is to hear from  
15 workers and to hear from others who know workers' experience,  
16 who are out there trying to improve things and take a look at  
17 the impacts of trade and how they affect different groups  
18 differently and what could be done to make that better. So  
19 thank you all for bringing your voices to this conversation.  
20 It's been hugely helpful and insightful, and thank you again,  
21 everyone. I wish you all a wonderful rest of your afternoon.  
22 Thanks again.

23 (Whereupon, at 3:35 p.m., the roundtable in the  
24 above-entitled matter was adjourned.)

25 //

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**LOCATION:** Washington, D.C.

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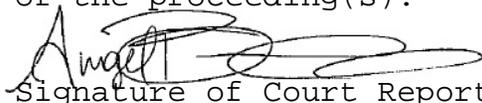
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