THE DIRECT SUPPORT WORKFORCE AND COVID-19: LOW WAGES AND RACIAL DISPARITIES

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There were **8,846 participants** representing all U.S. states and the District of Columbia who took the 6-month Direct Support Workforce survey.

70% of respondents were the primary wage earner in their household.

FIGURE 1. Received COVID-19 wage augmentation or bonus

Only 30% of participants received a wage augmentation or bonus due to COVID-19. This was consistent across racial groups.

FIGURE 2. Hourly wages by race group

$13.57 Black/African American DSPs

$13.98 White DSPs

$14.19 Other DSPs*

There were significant differences between DSPs of different race groups with respect to hourly wage.

- DSPs identifying as Black/African American make, on average, $0.41 and $0.62 per hour less than White ($13.98) and Other ($14.19) DSPs.
- White DSPs make, on average, $0.21 per hour less than Other DSPs.

*Other DSPs include American Indian/Native American, Asian, other, 2 or more race groups

FIGURE 3. Annual household income under $40,0000 by race group

59% Black/African American DSPs

51% White DSPs

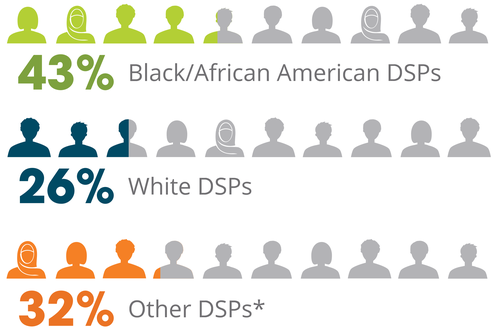
58% Other DSPs*

*Other DSPs include American Indian/Native American, Asian, other, 2 or more race groups

There were significant differences between race groups and annual household income.

- A slightly higher percentage of DSPs identifying as Black/African American (8%) made $14,999 or less than White (5%) or Other (6%) DSPs.
- A higher percentage of DSPs identifying as White (42%) had annual household incomes of $40,000 to $99,999 compared to Black/African Americans (36%) and Other (37%).
- White (7%) DSPs had higher percentages of making $100,000 to $200,000 in their annual household income than Black/African American (4%) and Other (5%).

FIGURE 4. 16+ additional hours worked by race group



43% Black/African American DSPs

26% White DSPs

32% Other DSPs*

*Other DSPs include American Indian/Native American, Asian, other, 2 or more race groups

There were significant differences between race groups and the number of additional hours worked weekly due to COVID-19.

- Higher percentages of DSPs identifying as White (39%) or Other (34%) worked no additional hours compared to Black/African Americans (27%).
- A higher percentage of DSPs who identified as Black/African American (17%) worked 40 or more additional hours a week due to COVID-19 DSPs compared to White (9%) and Other (10%).

A full description of the study and findings can be found at **z.umn.edu/dsp-covid19**