

# MILLENNIALS

Are diverse and in general, more open to diversity  
Better educated than previous generations  
Learned early about social responsibility

## MILLENNIALS GREW UP WITH TECHNOLOGY

- Tech Savvy
- Grew up with Social Media which is viewed as necessary
- Global communication emerged in their youth



8.7 million jobs were lost between  
Feb. 2008 - Feb. 2010

The “housing bubble” began to  
burst

The economy fell into recession

People began to lose their jobs

The banking industry was in crisis

The foreclosure rate skyrocketed

## WHAT INFLUENCED MILLENNIALS?

## MILLENNIALS FEEL CHALLENGED

- 9/11 and the “never-ending” wars
- The Great Recession
- Technology and global communication
- Citizen’s United
- Lack of professional opportunities
- Poor wages
- Student debt - Tuition costs have increased by 150% since boomers went to college
- Affordable housing shortage - The cost of housing is 3 times more for millennials than it was for boomers [do millennials live with their parents? ...]

## WHAT DO MILLENNIALS THINK?

- Social safety net won't exist for them
- Owning a house is out of the question
  - salary increases have not met the increased cost of living
  - prolonged internships
  - high levels of student debt
- Rents are too high
- 71 % would opt for a 3<sup>RD</sup> political party



## MILLENNIALS AND THE WORKPLACE

- Work should include social responsibility, or the employer should engage in socially responsible practices
- Work should provide paid time off, flexibility, and location autonomy
- They are saving more of their income for a rainy day





## **CONCERNED ABOUT INCOME DISPARITY AND THE SOCIAL SAFETY NET**

- There has been no growth to our social safety net from 1975 other than the affordable Care Act of 2010
- Between 1996 and 2011 there was a 159% growth in poverty



## **WE NEED TO UNDERSTAND EACH OTHER**

### **SOCIAL RESPONSIBILITY**

A 2017 poll compared social responsibility and how it was characterized by boomers and millennials

- Boomers equate it to voting, serving on a jury, reporting crimes they witness or staying informed (news or public events)
- Millennials look for more direct ways to help their community
- Both are committed to making their community better

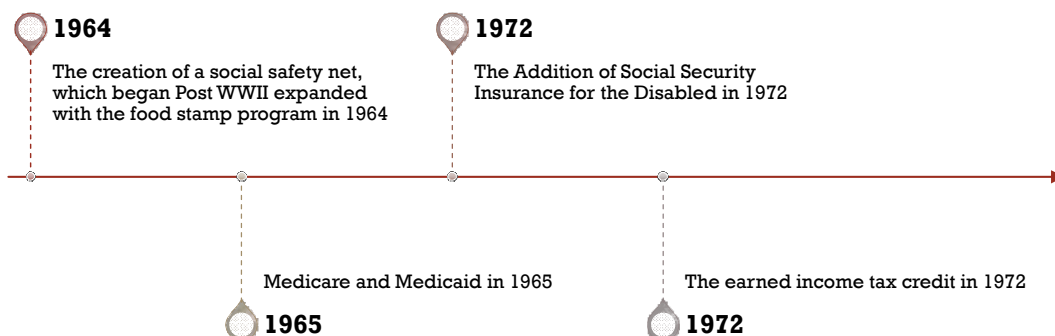


## THE RECESSION IMPACTED BOTH BOOMERS AND MILLENNIALS

- There is a 10% increase in 65+ individuals remaining in the workforce, most due to economic reasons
- Many boomers did recover economically, but many have only \$15,000 in savings after decades of work
- Out-of-pocket medical expenses for a woman age 80 is
- Stock and housing market crashes
- The millennial unemployment rate is **12.8 %**, compared to the national average of **4.9%**



## NOT MUCH CHANGE TO THE SOCIAL SAFETY NET



## BOTH GENERATIONS SHARE CONCERNS ABOUT THE ENVIRONMENT

- Carbon Emissions
- Reducing our footprint
- Protecting rivers, streams and wildlife
- Local Farms and food production
- Global Warming



## WHERE DO WE GO FROM HERE?

• WHAT CAN WE DO AS AN ORGANIZATION TO PREPARE YOUNG WOMEN FOR LEADERSHIP?



• HOW CAN WE TEACH THE YOUNGER GENERATIONS TO ORGANIZE FOR THEIR RIGHTS, LIKE EQUAL PAY?

• WHAT CAN WE DO ON AN INDIVIDUAL LEVEL TO PREPARE YOUNG WOMEN FOR WORKFORCE LEADERSHIP?

• WHAT TYPE OF LEGISLATIVE REFORMS CAN WE PUSH FOR TO PROTECT FUTURE RETIREES?

• HOW CAN OUR ORGANIZATION BRIDGE THE GENERATIONAL GAP?