BIG-PICTURE GOAL: We want to see an economy that is fair and equitable, and Just Economics' role is to ensure that everyone who is willing and able to contribute shares in the ability to live well, build assets, and enjoy the fruits of their labor.

I. Living wage has become the true "minimum wage" for our region

- Economic Development efforts target living wage jobs as part of their overall increased employment goals
- Living wage employers are easy to find and well promoted throughout the community
- Employers understand that paying living wages is practical, feasible, and positively impacts their business
- Consumers prefer to support living wage businesses, and can afford to shop living wage certified
- People understand the concept of a living wage, their community's living wage rate, and how their own purchases shape wages in their community
- There is a clear and easy to understand formula for what determines a living wage

II. Policies support a high quality of life for workers and their families

- The public sector pays living wages, and has living wage policies around contractors
- Just Economics and low-wage earners work in coalitions to write policies and bring them forth to policymakers, local news outlets, and advocacy organizations, as well as prevent negative policies from being enacted
- Policy making and enforcement work to remove structural barriers to employment, help people meet basic needs, and promote living wages
- Policymakers listen to and are responsive to low wage workers needs/ input
- Low wage earners are tied into other movements that align with their goals and are building coalitions
- Policymakers understand positive community impact of paying living wages
- Living wage and worker quality-of-life issues are highly visible in policymakers' agendas.

III. Workplaces have fair and just practices

- Employers and employees are organized as partners and acknowledge their interdependent interests
- Employers share information and are educated about other workplace practices, besides living wages, that contribute to a sustainable business model
- Employers and employees are part of a community of practice around sustainable and equitable business models
- The business benefits of paying a living wage are clearly communicated to and by employers
- Workers feel safe to engage in discussions around how to improve their workplaces

IV. Low wage earners have power and are organized with allies from all socioeconomic groups to co-create a just economy

- Workers are advocating and serving as Community Leaders on local boards, policy councils, and coalitions
- People across the community are organized to implement equitable economic and social models
- Low wage workers and people in poverty are trained on how to effectively advocate for themselves and their community
- People across the community are educated about the effects of poverty and current un-just social structures, and want to be part of a more equitable economy and society
- People of all backgrounds are aware of current oppressive social structures, and how they affect the community they live in

BOTTOM-UP APPROACH starts with…

Low wage earners are not satisfied with the status quo, have hope, want information, have time and support, and are driven to make change

FOUNDATIONAL GOALS: All Socioeconomic Groups, Including Low-Wage Earners:

- Have a common understanding of the instability and injustice of current situation
- Understand why not paying living wages hurts the whole community (level of awareness comparable to "organic" or "fair trade")
- Accept that when employers do not provide living wages, public assistance is necessary to meet basic needs
- See interdependent, mutual interests in co-creating a more just economy
- Understand their power to change things is greater together than alone
- Want change and are willing to compromise to get it
- Understand how the legislative process works
- Low-wage earners have "voice" to speak their own interests

KEY

	Living Wage and LWC Work
	Policy-Advocacy Work
	Living Wage Work and EOC
	EOC & VOICES
	Needs Revision