

# Support Positive Change for ALICE

United Way of Central Maryland focuses on supporting hardworking people who can't keep pace with the ever-rising cost of living. ALICE (Asset Limited, Income Constrained, Employed) represents individuals and families who work hard but still struggle to afford basic living expenses. ALICE represents a growing population that is still financially vulnerable despite holding jobs and emphasizes the need for policies and programs that address the gap between income and the cost of living. ALICE households in Central Maryland face a range of challenges that make access to essential services critical to their well-being such as:



## AFFORDABLE, ACCESSIBLE CHILDCARE

Childcare costs are a major barrier to financial stability and growth for ALICE families. Access to quality, affordable childcare helps parents retain and obtain jobs and is a key factor in driving economic mobility and breaking the cycle of poverty.

**Requested Support:** Treat childcare as a vital investment in the economy by maintaining existing childcare services and programs. These programs are essential for supporting families and ensuring young children have access to quality early education.



## RESTORING HEALTH: MIND, BODY, AND TRAUMA

Access to quality healthcare ensures that residents can manage mental, chronic, and acute conditions and prevents medical costs from becoming a barrier to financial stability.

**Requested Support:** Increase access to trauma-informed care.



## AFFORDABLE HOUSING FOR ALL

Stable, affordable housing provides a foundation for families to thrive and prevents displacement.

**Requested Support:** Recognize and address systemic barriers to housing that extend beyond stock, access, and affordability.



United For  
Our Futures



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## ECONOMIC EMPOWERMENT: NO EMPLOYEE LEFT BEHIND

Economic advancement opportunities, such as workforce development programs, can help ALICE residents secure better employment options that offer sustainable wages.

**Requested Support:** Thirty-nine percent of Marylanders struggle to make ends meet. Support all efforts that minimize the effects of benefit cliffs on these families.



## ACCESS TO MOBILITY

Reliable transportation allows people to commute to work, attend educational institutions, and access healthcare services, all of which are often located outside of their immediate neighborhoods.

**Requested Support:** Eliminate transportation barriers that discourage public transit use (inadequate coverage, accessibility, unreliable schedules or long wait times).

**Together, we can help form a safety net that enables ALICE households to build a more secure future for themselves and their families. Learn more at [uwcm.org/ALICE](https://uwcm.org/ALICE).**



### ALICE DEMOGRAPHICS

Below ALICE Threshold:

**48%** Black

**47%** Hispanic

**33%** White

**32%** Asian

These disparities are also mirrored in the workforce and in access to healthcare.

Source: 2024 Maryland ALICE Report

### IMPACT OF RENTAL COSTS

For households below the ALICE threshold:

**48%**  
are rent burdened (30%+ of income spent on rent)

**41%**  
are severely rent burdened (50%+ of income spent on rent)

**19%**  
are behind on rent

Source: 2024 Maryland ALICE Report

### IMPACT OF UNAVAILABLE/UNAFFORDABLE CHILDCARE

For those below the ALICE threshold:



**48%** take unpaid leave



**27%** cut hours



**24%** supervise children while working

Source: U.S. Census Bureau 2023 Household Pulse Survey