ACEs and Poverty

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About Southern

• Founded in 1986 with $10 million

• 60,000 customers
• 46 branches in AR and MS
• 375+ employees
• $1.4 billion in assets
• Originated $4+ billion in loans in underserved communities
Why ACEs?

Do any of these apply to your workforce?

• High absenteeism
• High health care costs
• Lack of soft skills
• Positive drug tests
• Criminal justice involvement
• High turnover
ACEs Are Costly to Employers

- CDC estimates a **lifetime cost of $124 billion** associated with child maltreatment
ACEs Study

THREE CATEGORIES OF ADVERSE CHILDHOOD EXPERIENCES

**ABUSE**
- Physical
- Emotional
- Sexual

**NEGLECT**
- Physical
- Emotional

**HOUSEHOLD DYSFUNCTION**
- Mental Illness
- Incarcerated Relative
- Mother treated violently
- Substance Abuse
- Divorce

Image courtesy of the Robert Wood Johnson Foundation
Figure 1. Adverse childhood experiences and areas of health and well-being that may affect worker performance

Areas of Health and Well-Being

- Relationship Problems
  - marital
  - family
  - sexual
- Emotional Distress
  - depressed mood
  - panic reactions
  - difficulty with anger
- Somatic Symptoms
  - back pain
  - headaches
  - joint problems
- Substance Abuse
  - alcoholism
  - smoking
  - illicit drug use

Adverse Childhood Experiences → Relationship Problems → Emotional Distress → Somatic Symptoms → Substance Abuse → Poor Worker Performance
Mechanism by which Adverse Childhood Experiences Influence Health and Well-being Throughout the Lifespan
People with 4+ ACEs

- **2.3x**
  - As likely to drop out of high school

- **2.3x**
  - More likely to be unemployed

- **>2x**
  - As likely to have impaired worker performance

- **1.6x**
  - More likely to live in a household reporting poverty
Adults who experienced 4 or more Adverse Childhood Experiences (ACEs)

*State percentages calculated using county totals and may differ slightly from state-level BRFSS estimates.
What Can Employers Do?

• Become trauma-informed
• Educate employees and incorporate ACEs information in employee wellness programs
• Provide support services such as employee assistance programs and referrals to community partners
• Create family-friendly policies that support parents
• Invest in early childhood education
Financial Development Services

- Development Lending
- Matched Savings Accounts
- Tax Preparation
- Children’s Savings
- Credit Counseling
- Public Policy Advocacy
- Financial Education
- Homebuyer Counseling
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