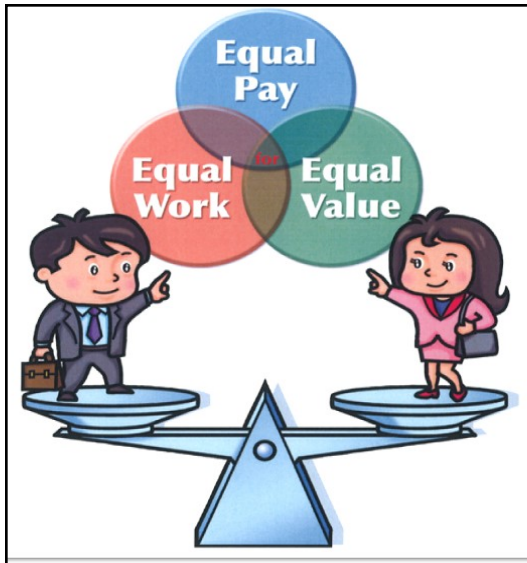


## Resources

### How Can You Help Reduce the Wage Gap?

- ◆ Encourage women to consider non-traditional careers. These positions may be in politics, science, technology, mathematics, business, research, building trades and/or engineering
- ◆ Learn about state and federal labor laws
- ◆ Offer training seminars on negotiating better salaries



Only when women have economic parity will there be real justice and freedom for ourselves and our families.

**Information is power!**

Talk to your sisters,  
colleagues, family, and friends.  
Be Aware! Be Active!

- ◆ **National Committee on Pay Equity (NCPE)**  
[www.pay-equity.org](http://www.pay-equity.org)
- ◆ **Coalition For Equal Pay** [www.equalpay.info](http://www.equalpay.info)
- ◆ **Equal Employment Opportunity Commission (EEOC)** [www.eeoc.gov](http://www.eeoc.gov)
- ◆ **Equal Rights Advocates (ERA)** Advice and Counseling Hotline 800.839.4ERA  
[www.equalrights.org](http://www.equalrights.org)
- ◆ **U.S. Census Bureau**, Current Population Reports [www.census.gov](http://www.census.gov)
- ◆ **California Department of Fair Employment and Housing** [www.dfeh.ca.gov](http://www.dfeh.ca.gov)
- ◆ **9to5 National Association of Working Women**  
[www.9to5.org](http://www.9to5.org)
- ◆ Evelyn Murphy's *Getting Even*
- ◆ Babcock & Laschever's *Ask For It*
- ◆ **American Association of University Women (AAUW)** [www.aauw.org/fairpay](http://www.aauw.org/fairpay)
- ◆ *The Simple Truth about the Gender Pay Gap*  
<http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap>
- ◆ California's 2015 Fair Pay Act (SB358) is now incorporated into state law as Section 1197.5 of the California Labor Code.

### Coalition for Equal Pay

[www.equalpay.info](http://www.equalpay.info)  
Phone: 408.396.8039  
[info@equalpay.info](mailto:info@equalpay.info)

c/o County of Santa Clara  
Office of Women's Policy  
70 W. Hedding Street, 11th Floor  
San José, CA 95110



Where is my  
20¢?



## Alarming Facts

Equal Pay Day  
April 10, 2018

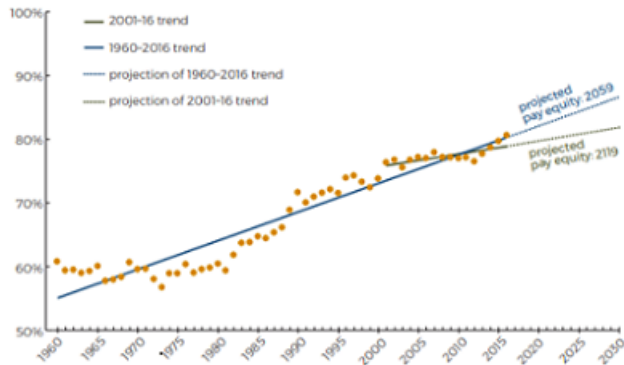
# THE WAGE GAP

Source: *The Simple Truth about the Gender Pay Gap, 2017*;  
www.aauw.org/fairpay

## Over Time...

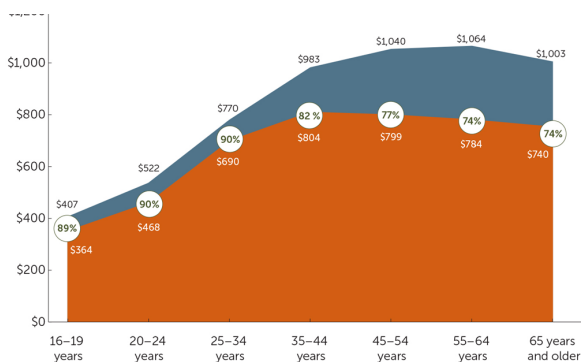
When the Equal Pay Act was passed in 1963, the median earnings for women who worked full-time, year-round was **59¢** for every dollar men earned. Today, women make **80¢** to the dollar. The wage gap has narrowed by an average of less than half a penny per year!

Women working full time in the United States typically were paid just 80 percent of what men were paid, a gap of **20 percent**. At the current rate of progress in closing the gap, women will not receive pay equity until the year **2119**.



## By Age...

The pay disparity **increases** as women age.



The pay gap is narrow among younger women and men, but it increases for older workers.

## What should I do if I experience sex discrimination at work?

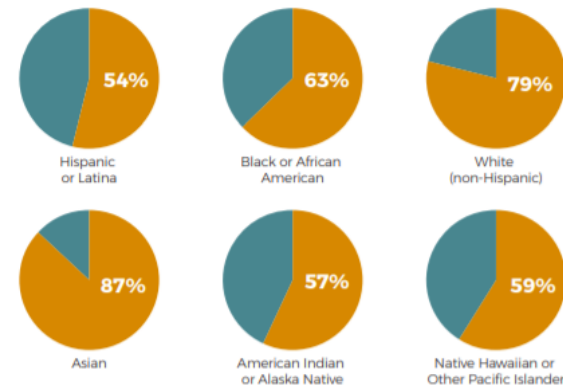
1. **Put it in writing.** Always put everything in writing so you have a record and a time line.
2. **Do your homework.** For more information on your rights, call the U.S. Equal Employment Opportunity Commission (EEOC) hotline at 800.669.4000.
3. **Seek help.** Talk with your supervisor or human resources representative at work to learn about the grievance procedure.
4. **Avoid loose lips.** While the desire to talk about your case is understandable, the threat of countersuits for defamation is real.
5. **Get legal advice.** Talk to a lawyer who has specific experience with sex discrimination in the workplace. For a referral in your state, contact your local bar association.
6. **Act quickly.** There is a statute of limitations on filing complaints with the EEOC.
7. **Watch your nickels and dimes.** Talk to a lawyer or an accountant about the financial burdens of a lawsuit.
8. **Visit your doctor—yes, your doctor.** You may experience a physical and emotional toll that should be addressed and documented.
9. **Prepare for the long haul.** Filing a discrimination lawsuit is a long process, but others have succeeded in fighting discrimination, and you can too.
10. **Find a support network.** AAUW branches can help support you. Find a branch near you at [www.aauw.org](http://www.aauw.org).

**“Injustice anywhere is a threat to justice everywhere.”**

**- Dr. Martin Luther King, Jr.**

## By Race/Ethnicity...

- ◆ Overall, the wage gap is worse for women of color.
- ◆ An African American woman is paid, on average, 63 cents for every dollar a white man is paid.
- ◆ A Latina is paid 54 cents, on average, for every dollar paid to a white man.



The pay gap between men and women within groups was smaller among African Americans, Hispanics, American Indians, and Native Hawaiians compared with that of whites and Asian Americans. However, this smaller gender pay gap among these groups is due solely to the fact that American Indian, Native Hawaiian, African American, and Hispanic men were paid substantially less than non-Hispanic white and Asian American men in 2015.

## Other Factors...

### Occupational Segregation:

Women comprise the majority of workers in traditionally female jobs (secretaries, elementary school teachers, nurses, health aides, etc.) which are undervalued. Jobs in science, technology, engineering, mathematics, and building trades offer higher pay, but have traditionally been “appropriate” only for men.

### Gender Socialization:

Learned behaviors, attitudes, and roles considered “appropriate” for a given sex

### Illegal Pay Discrimination:

Paying an individual less for the same work because of his or her gender