



“The voice of women in higher education in Michigan”

Equal Pay Toolkit 2023

Michigan American Council on Education (MI-ACE)
Women's Network

When you look at full-time, year-round workers, women in the U.S. make 16% less than men. But that's only part of the story. Among all workers—including the millions who worked part-time or for part of the year because of COVID-19—the gender pay gap is an alarming 23%.¹



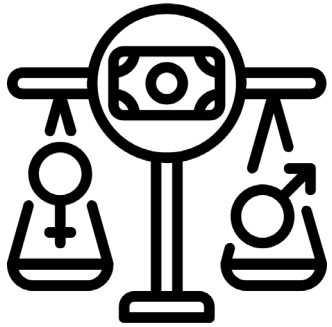
Women are paid less than men—and the gap is closing too slowly (leanin.org)

Introduction to MI-ACE Equal Pay Toolkit-

A repository for resources on Gender Pay Inequity

- ▶ Not intended to be used all at once as a slide show!
- ▶ Each slide contains impactful information on specific aspects of Gender Pay Equity, packaged into over-arching topics
- ▶ Compiled from a variety of reputable sources, not more than 5 years old
 - ▶ Scholarly research
 - ▶ Reports by Advocacy Groups
 - ▶ Articles by well-regarded media outlets
- ▶ All slides contain built-in web-links and references for convenience
- ▶ Full list of references at the end of the PowerPoint slides
- ▶ Impactful videos are linked as well





What is Equal Pay Day?

Represents how far into the year a woman must work, on average, to earn as much as her male counterparts did during the previous year.

- ▶ Red is worn on this day as a symbol of how far women are “in the red” with regard to pay.

[Wear RED on the day your college chapter observes Equal Pay Day! Click Here for the MI-ACE webpage](#)

See AAUW Equal Pay Dates here

[Equal Pay Day Calendar - AAUW : Empowering Women Since 1881](#)

2023 Equal Pay Days

Equal Pay Day—representing all women—is March 14. Women working full-time, year-round are paid 84 cents and all earners (including part-time and seasonal) are paid 77 cents for every dollar paid to men.

- **Asian American, Native Hawaiian and Pacific Islander Women’s Equal Pay Day** is April 5. Asian American, Native Hawaiian and Pacific Islander women working full-time, year-round are paid 92 cents and all earners (including part-time and seasonal) are paid 80 cents for every dollar paid to non-Hispanic white men.
- **LGBTQIA+ Equal Pay Awareness Day** is June 15. Without enough data to make calculations, this day raises awareness about the wage gap experienced by LGBTQIA+ folks.
- **Black Women’s Equal Pay Day** is July 27. Black women working full-time, year-round are paid 67 cents and all earners (including part-time and seasonal) are paid 64 cents for every dollar paid to non-Hispanic white men.
- **Moms’ Equal Pay Day** is August 15. Moms working full-time, year-round are paid 74 cents and all earners (including part-time and seasonal) are paid 62 cents for every dollar paid to dads.
- **Latina’s Equal Pay Day** is October 5. Latinas women working full-time, year-round are paid 57 cents and all earners (including part-time and seasonal) are paid 54 cents for every dollar paid to non-Hispanic white men.
- **Native Women’s Equal Pay Day** is November 30. Native women working full-time, year-round are paid 57 cents and all earners (including part-time and seasonal) are paid 51 cents for every dollar paid to non-Hispanic white men.



Lifetime Impact of Pay Inequalities



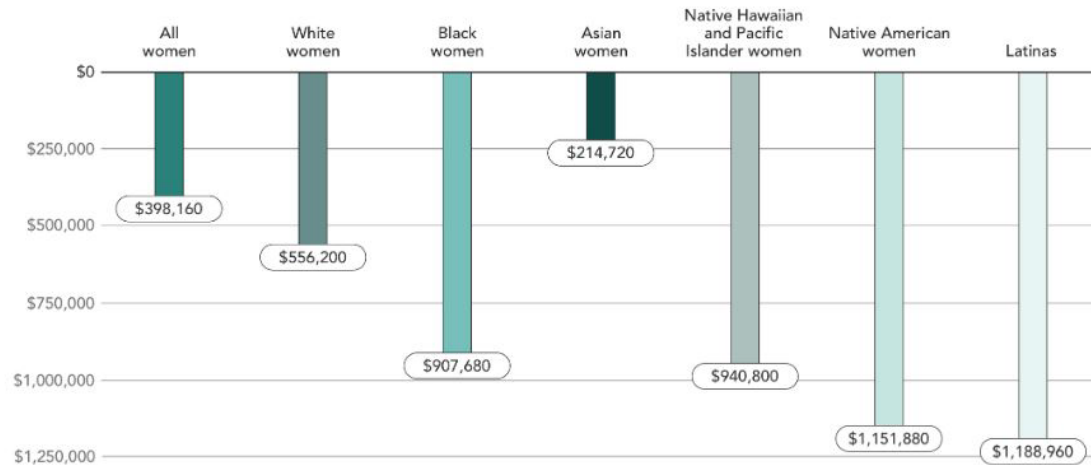
Women are losing out on millions

The pay gap is not about a single paycheck. Over the course of a career, the lost income can add up to over a million dollars.

- The Gender Pay Gap is not about a single paycheck.

- Over the course of a career women lose out on thousands, even millions of dollars.

Average lost income over a 40-year career due to the pay gap¹¹



[Facts about the Gender Pay Gap- Lean In.org](https://leanin.org/facts-about-the-gender-pay-gap)

[America doesn't just have a gender pay gap. It has a gender wealth gap. - The Washington Post](https://www.washingtonpost.com/news/energy-environment/wp/2016/06/22/america-doesnt-just-have-a-gender-pay-gap-it-has-a-gender-wealth-gap/)

Questions to ask from the Equal Pay Toolkit

- What does the data tells us?
- Why is this happening?
- How we can make change happen?!



3 Areas of Emphasis in Toolkit

- ▶ Women and Challenges in Workplace Culture
- ▶ Intersectionality with Diversity, Equity and Inclusion
- ▶ Advocacy for Making Change

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Gender Pay Gap is across all levels
of education and leadership



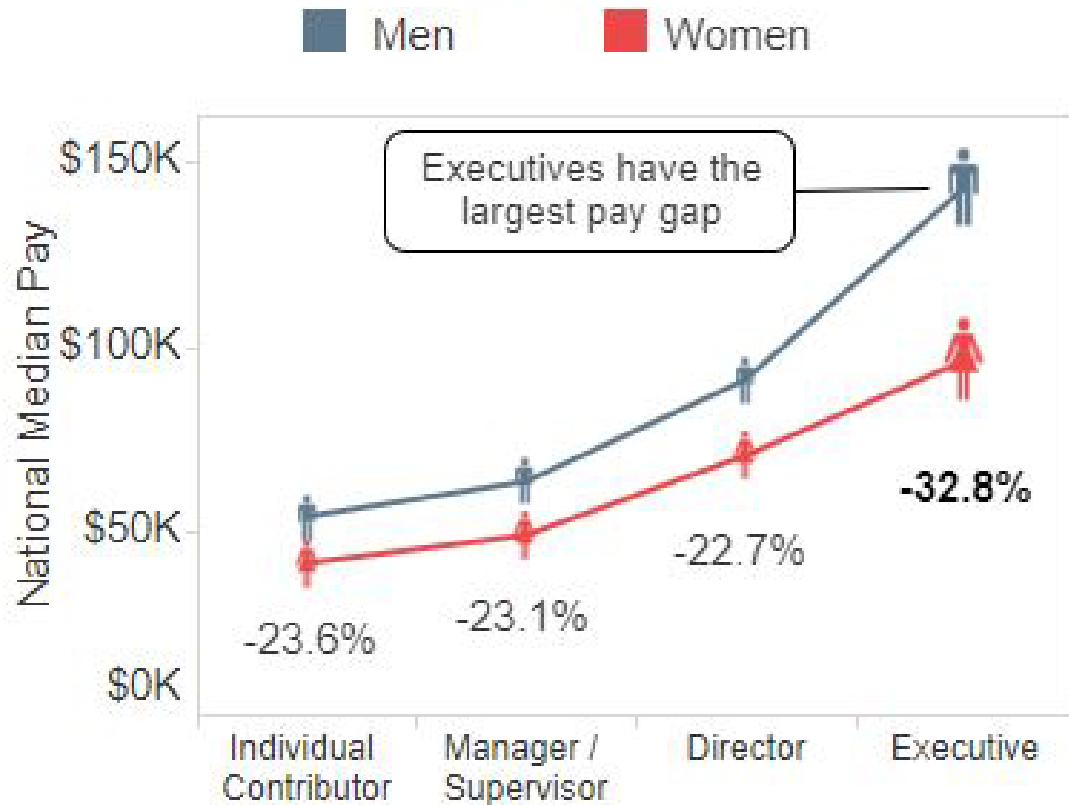
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2021 Study by Margaret Lee & Laura J. Kray; University of California, Berkeley
Center for Equity, Gender and Leadership at Haas School of Business

When men and women enter equivalent careers at the same level, men are almost immediately given larger responsibilities and larger teams to supervise- which leads to higher pay.

GENDER GAP IN MANAGERIAL SPAN OF CONTROL: IMPLICATIONS FOR GENDER PAY GAP BY MARGARET LEE & LAURA J. KRAY

Gender Pay Gap by Job Level







5 Factors That Affect The Gender Wage Gap:

- 1. Job Type:** Jobs and industries with higher pay are often dominated by men.
- 2. Job Level:** The gender pay gap increases as you climb the corporate ladder.
- 3. Compensable Factors:** In order to identify pay inequity between similarly qualified men and women, PayScale controls for factors like experience, education, hours worked and location.
- 4. Marriage and Family:** Even though more men say they prioritize family over work more often, married working mothers have the highest pay gap compared to married working fathers.
- 5. Unconscious Bias:** Behavior that contributes to gender pay inequity is often the result of beliefs we don't even know we hold. We must become aware of these beliefs in order to correct subtle, discriminatory behavior and policy.

[Salary Comparison, Salary Survey, Search Wages - PayScale.com](#)

Myths about the Gender Pay Gap

[6 Ways To Convince Someone The Gender Pay Gap Is Real | CNBC - YouTube Video](#)

- ▶ Women earn less because of their education level
 - ▶ **Fact: More women now graduate from college** 
- ▶ Women earn less because of their career choices
 - ▶ **Fact: There is a smaller wage gap between men and women at the beginning of equivalent careers. The gap grows as women are given smaller roles at work.** 
- ▶ Women just accept less, they don't negotiate. 
 - ▶ **Fact: Greater percent of women negotiate, but they are turned down *twice* as often**
- ▶ Women earn less because they don't work as many hours, they choose to take time off for their families
 - ▶ **Fact: Women continue to take disproportionate leave to balance family life when compared to their male partners- BUT they also take on majority of "office housework" at their jobs. These tasks can detract from work that has more career visibility and impact.** 



Women and Workplace Culture



We Need To Talk About “Office Housework” ([forbes.com](https://www.forbes.com))

One reliable way to torpedo your future leadership prospects is to be the heroine who tries to do it all. Don't let your leadership strengths get buried under a mountain of low-level, inconsequential tasks, and don't let the burden land disproportionately on others, either.”

Jo Miller, CEO of Be Leaderly

Studies show women are more often questioned on their skills and ability to lead

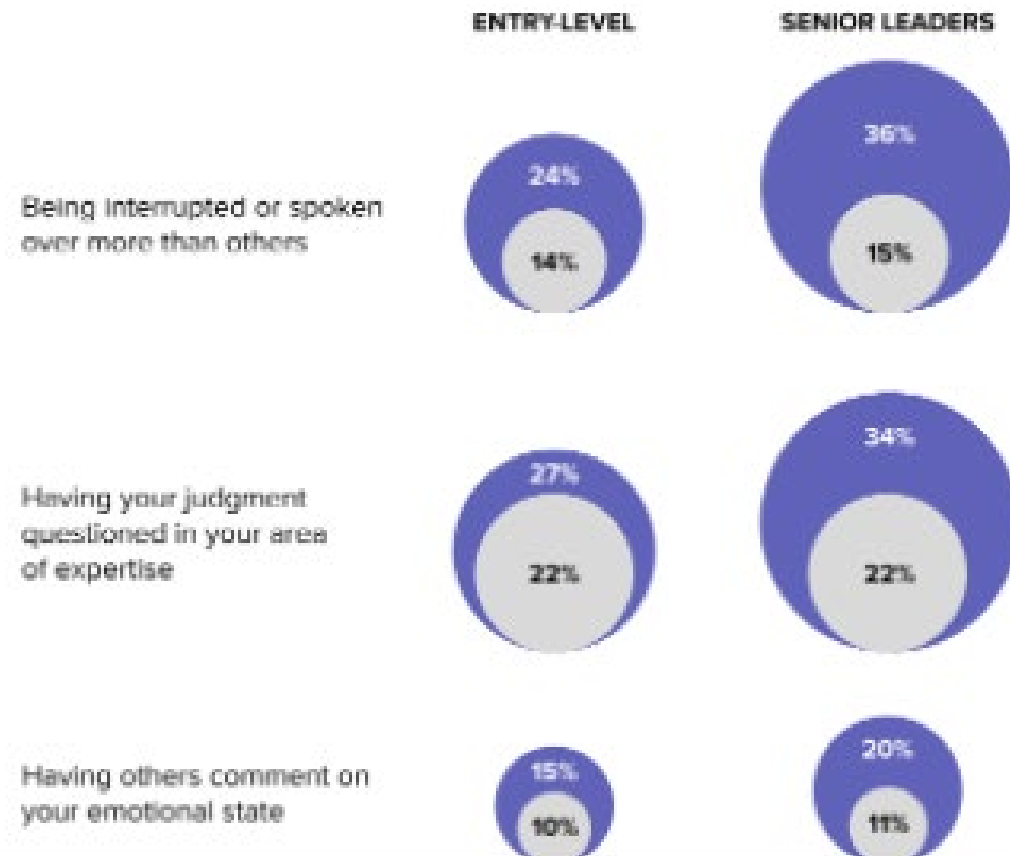
[Women in the Workplace: Insights from 5 years of research | Lean In](#)

WOMEN IN LEADERSHIP ARE MORE LIKELY TO FACE CERTAIN MICROAGGRESSIONS

TO FACE CERTAIN MICROAGGRESSIONS

■ MEN ■ WOMEN

% of entry-level employees and senior leaders who report each microaggression



DID YOU KNOW?

**WOMEN ARE CONSISTENTLY RATED AS MORE
EFFECTIVE LEADERS THAN MEN
EVEN MORE SO DURING THE COVID CRISIS**

**PER A HARVARD BUSINESS REVIEW ANALYSIS
OF OVER 60,000 LEADERS**



[Research: Women Are Better Leaders During a Crisis -hbr.org](https://hbr.org)

In fact, this study found women were rated more positively on 13 of the 19 competencies in 360-degree assessments that comprise overall leadership effectiveness, especially in interpersonal skills.



Intersectionality and the Gender Pay Gap Women of Color, Mothers and LGBTQ+

DID YOU KNOW? 77 % of white employees consider themselves allies to women of color, but only 39 % confront discrimination when they see it, and only 21% advocate for new opportunities for women of color.

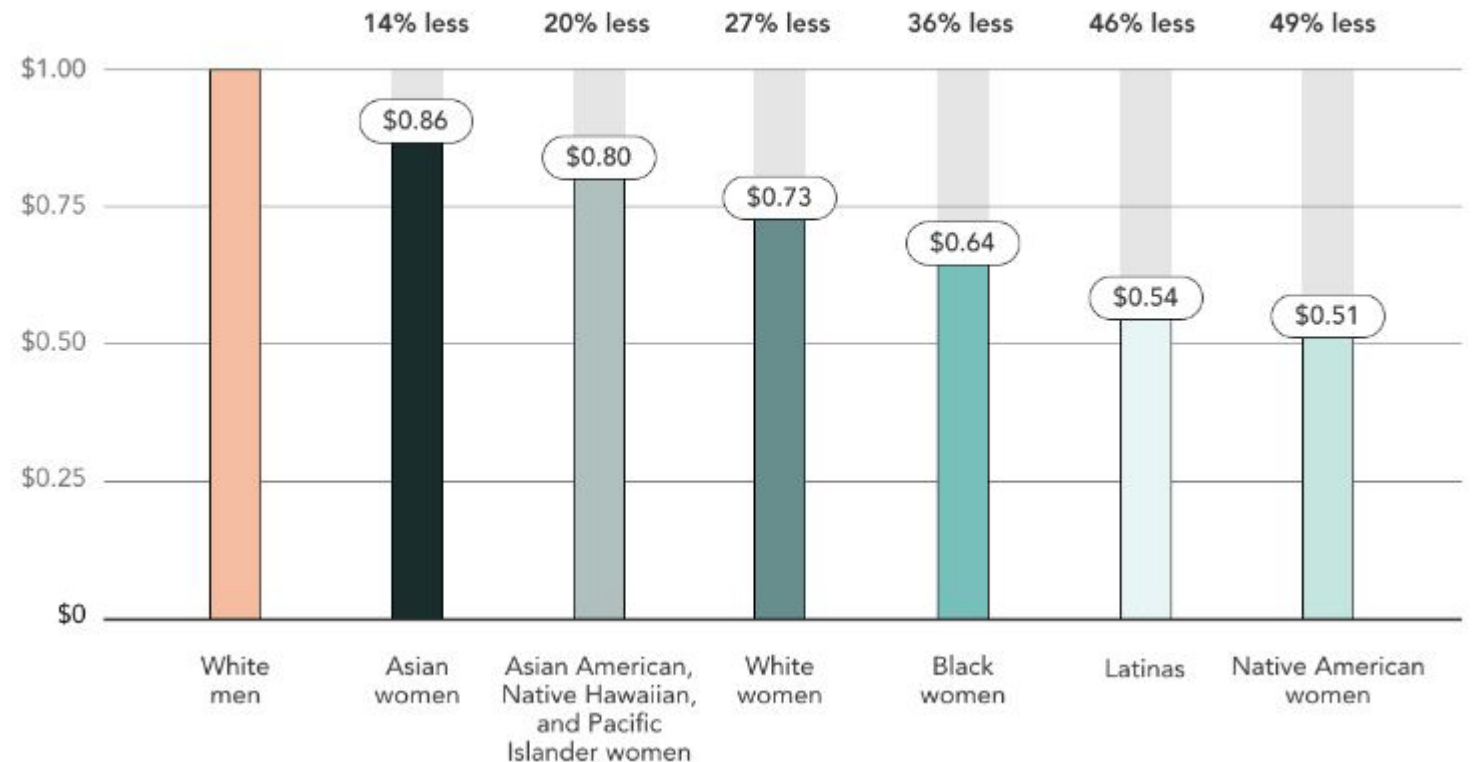
[Key findings from 2021's Women in the Workplace report - leanin.org;](https://leanin.org)

The pay gap is almost always worse for women of color.

- ▶ [Equal Pay Day Calendar - AAUW](#)
- ▶ [Gender Wage Gap Fact Sheet- IWPR.org](#)



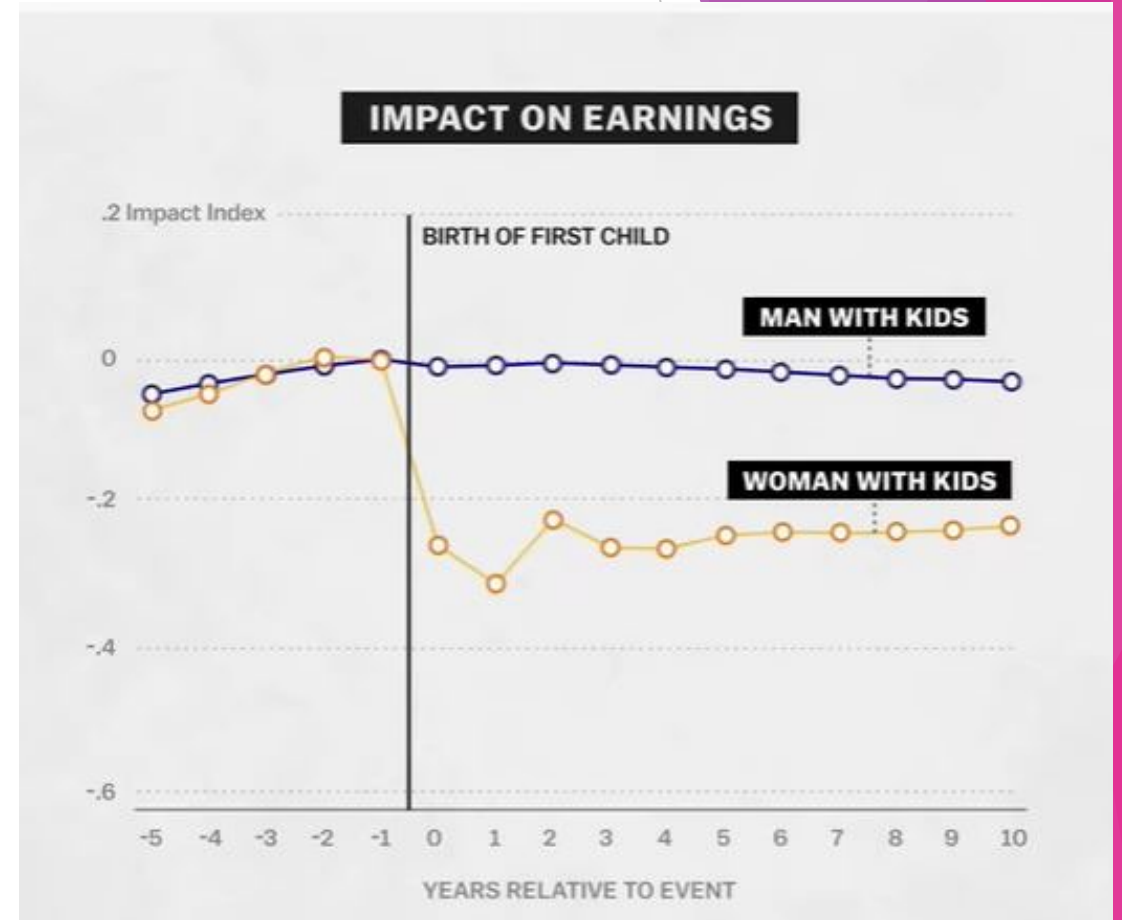
The pay gap by gender and race³



The Motherhood Penalty

Women's earnings, on average, drop drastically after birth of their first child- and never truly recover.

[Explained | Why Women Are Paid Less | FULL EPISODE | Netflix - YouTube](#)



[Kleven et al 2018. Children and Gender Inequality: Evidence from Denmark | NBER](#)



STATUS VS. PREFERRED AND OFFER SALARY



H I R E D

Women In Tech- Outnewsglobal.com

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Every woman deserves fair pay.



It's time to close the gap.

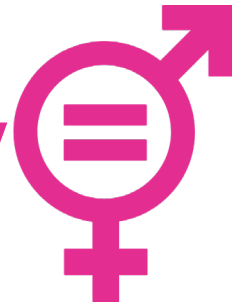
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WHAT CAN YOU DO?

Visit the **MIACE** - [click here for the website and updates](#)

[MI-ACE - Grand Valley State University](#)

ADVOCACY-HOPE for Future Equality



- ▶ #MeToo national dialogue has focused attention on the importance of treating women with respect
- ▶ Many business leaders, eager to attract talent from the millennial workforce, realize that employees demand nothing less and expect inclusion and parity.
- ▶ We're seeing pay equity laws move to the next level. EX: prohibit employers from asking job candidates about their salary history—a practice that has been shown to perpetuate a gender pay gap.

- ▶ [Why the Pay Gap Persists in High-Paying Professions - AAUW : Empowering Women Since 1881](#)

WOMEN IN UNIONS MAKE HIGHER WAGES AND EXPERIENCE SMALLER GENDER WAGE GAPS



Source: BLS, "Median weekly earnings of full-time wage and salary workers by union affiliation and selected characteristics, 2019-2020 annual averages," Table 2 in *Union Members - 2020* (Washington, DC: Jan. 22, 2021), <https://www.bls.gov/news.release/union2.t02.htm>. Historical data available at <https://www.bls.gov/webapps/legacy/cpslutab2.htm>.

[NWLC.ORG](https://nwlc.org); [US DEPT OF LABOR](https://www.dol.gov);
[Union Membership Increases Wage
Equity for Women—But Stronger Laws
Are Needed - Ms. Magazine
\(msmagazine.com\)](https://www.msomagazine.com)

ADVOCATE FOR YOURSELF

Train to Close the Pay Gap

American Association of University Women (AAUW) “Work Smart” on-line course

- Learn how to research your target salary and benefits
- Highlight your accomplishments
- Find the right words and confidence to negotiate for better benefits and pay
- Less than 2 hours to complete the course

70% of Work Smart participants report the workshop had a positive impact on their ability to negotiate for a fair salary.

[Click here to visit the AAUW Work Smart Negotiation Course](#)



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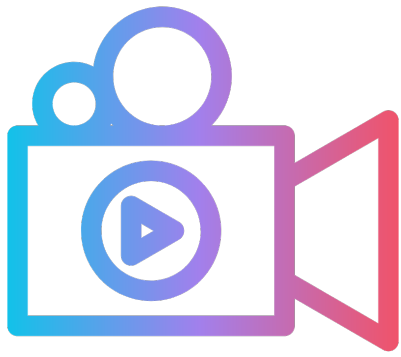
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Video Links

- ▶ [6 Ways To Convince Someone The Gender Pay Gap Is Real | CNBC - YouTube Video](#)
- ▶ [Explained | Why Women Are Paid Less | FULL EPISODE | Netflix - YouTube](#)
- ▶ [Ruth Bader Ginsburg - Made By Her: Monumental Women | Hulu - YouTube](#)
- ▶ [ACE Women's Network- A Legacy of Leadership](#)