



The voice of women in higher education in Michigan

Equal Pay 2022 Toolkit

MICHIGAN AMERICAN COUNCIL ON EDUCATION (MI-ACE)

WOMEN'S NETWORK

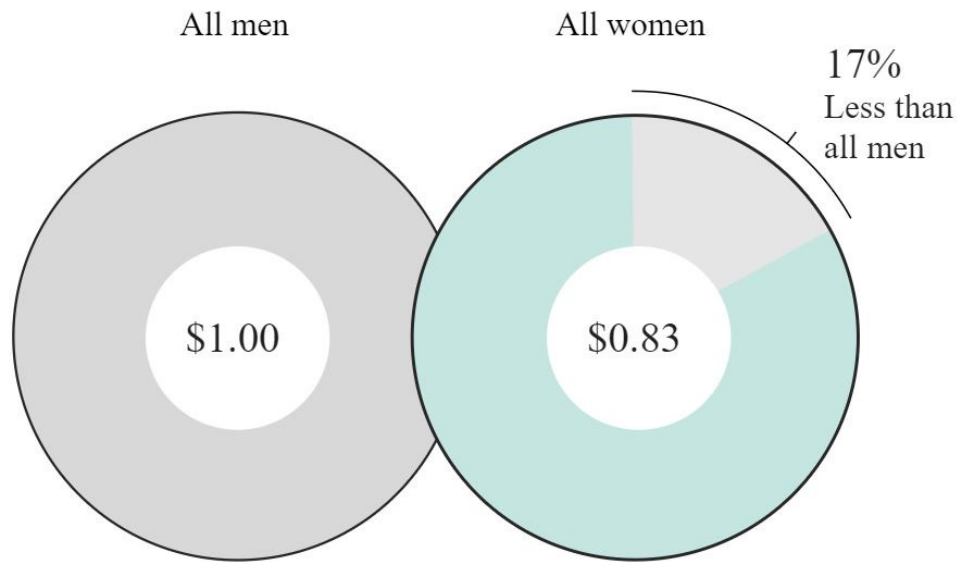
What is Equal Pay Day?

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

Gender Pay Gap



In 2021, women in the U.S. made 17% less than men across all job types. Over the course of a year, the average working woman loses \$10,122 as a result of the gender pay gap.

Facts about the Gender Pay Gap- Lean In.org

2021 State of the Race and Gender Pay Gap Report | Payscale Research

➤ Historically, women's professions are devalued

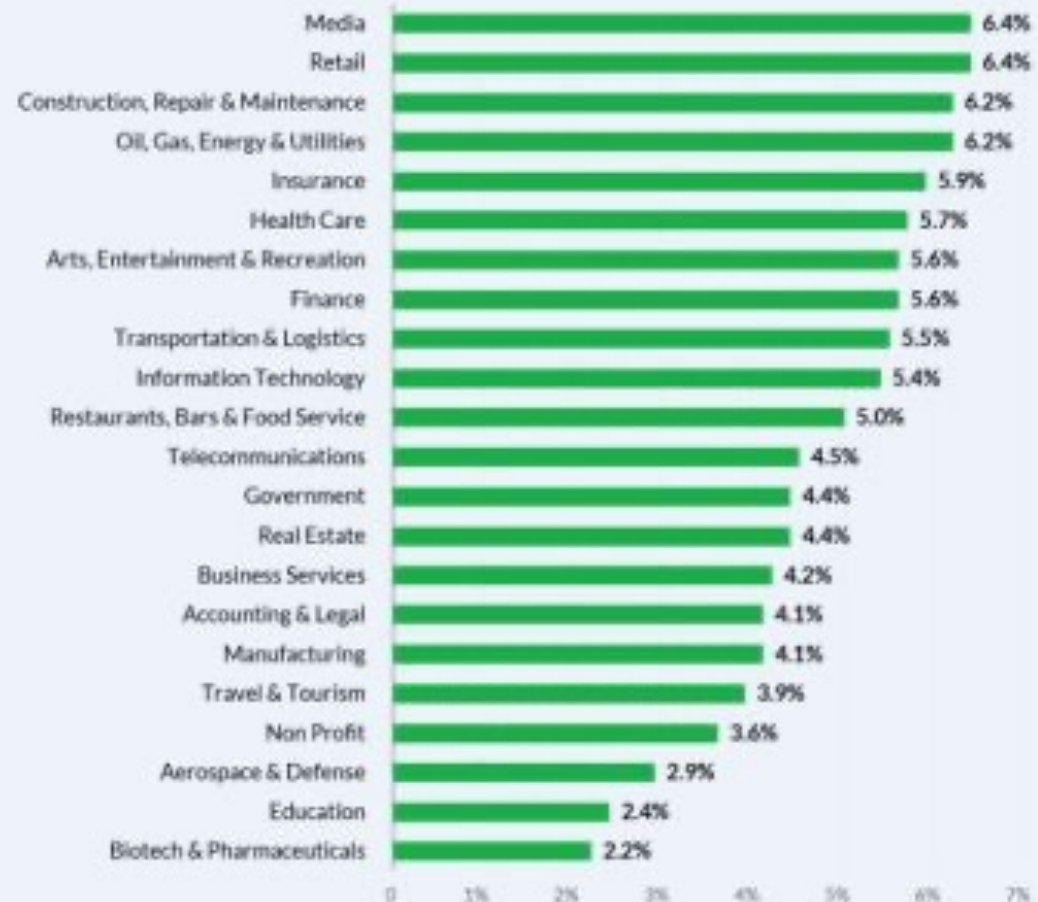
➤ Researchers analyzed 50 years of U.S. Census data and found that *pay drops* when women join an industry in large numbers.

EX: Wages in parks and recreation **dropped by 57 percentage points** as the field went from predominantly men to women workers.

➤ In short, if women do a job, it's likely to be low-paid, for no other reason than that women's work is undervalued.

Occupational Feminization and Pay: Assessing Causal Dynamics Using 1950–2000 U.S. Census Data | Social Forces | Oxford Academic

**Adjusted Gender Gap in Base Pay by U.S. Industry
(Percentage Higher Average Male Pay)**

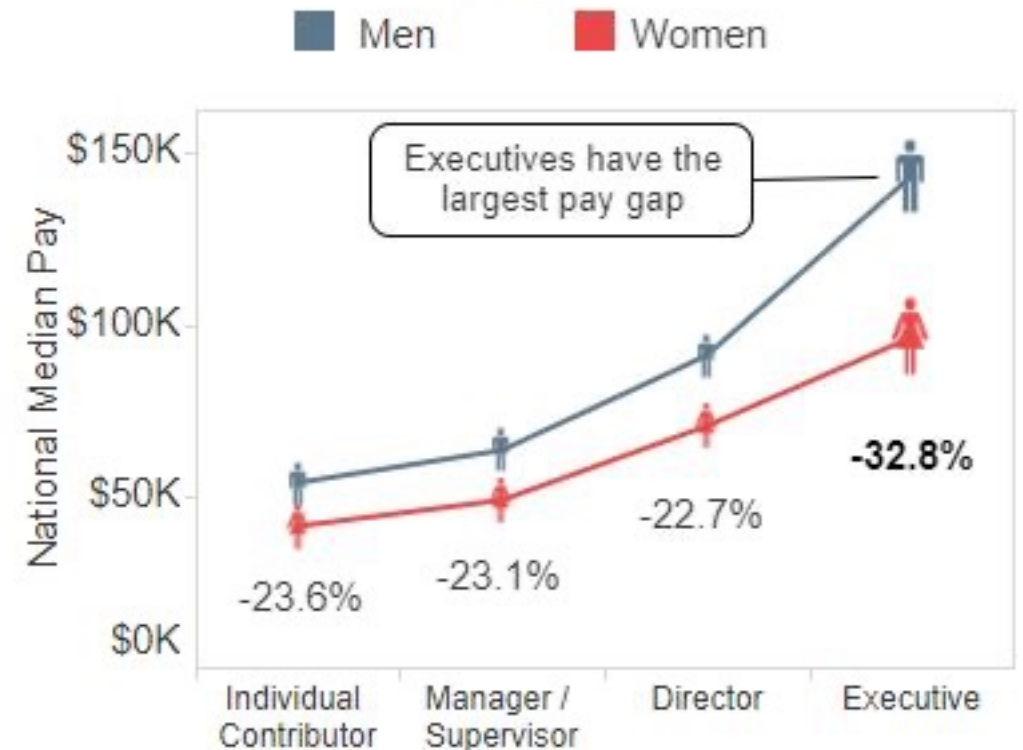


Gender wage gap narrows but shows no signs of going away-cnbc.com

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.

Gender Pay Gap by Job Level



[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.**

“

Gender Pay Gap is across all
levels of education and
leadership

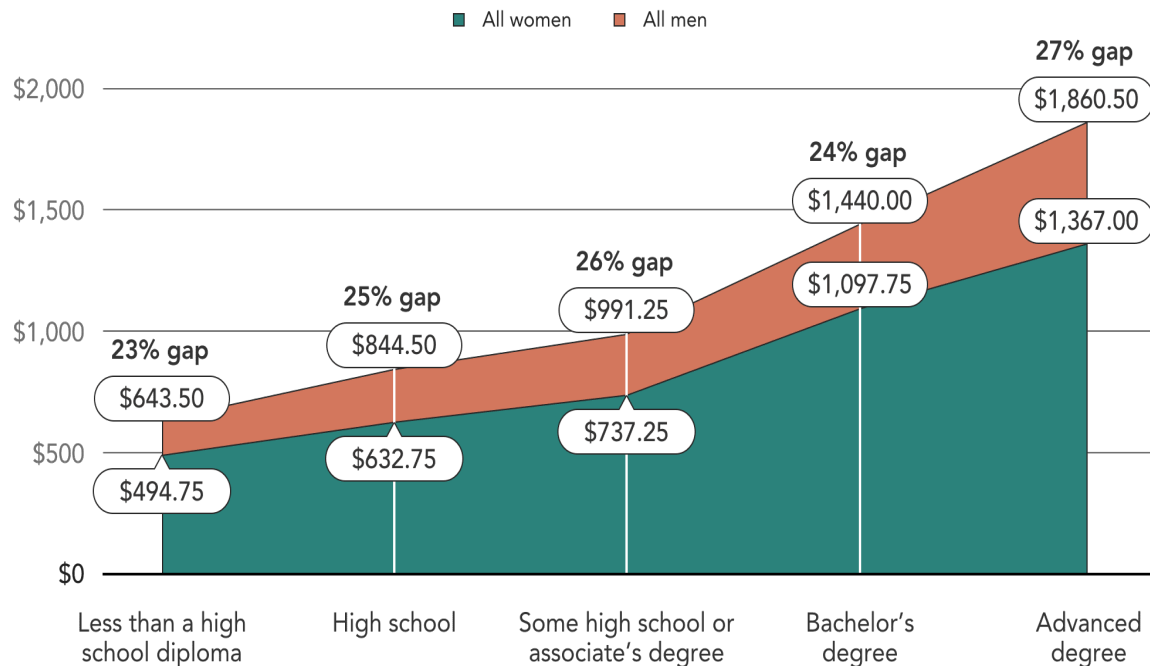
”

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

Women ARE better educated but are undervalued



- ▶ Women have been graduating from college at higher rates than men for decades-but diplomas don't translate to dollars
- ▶ **The pay gap actually increases for women at higher education levels.**
- ▶ AND women take on higher student debt to pay for that education.

When starting in the same professions, men advance faster than women.

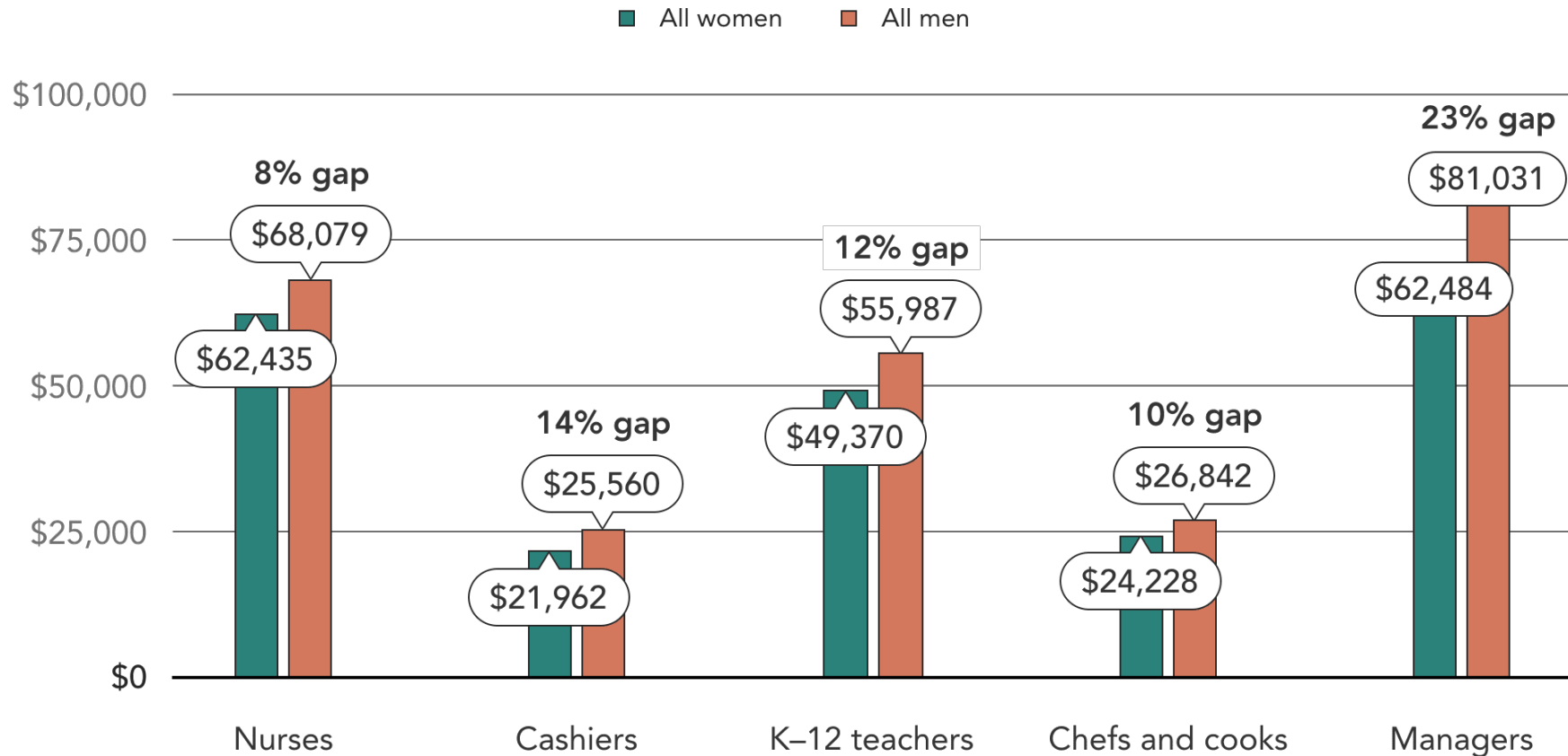
Women are just as likely to pursue many high-paying careers

But women often encounter “broken rungs” to management positions and promotions

AND the higher women climb the ladder, the larger the pay gap becomes. Significant earnings lost over a lifelong career!

For example, in 2020 women executives at S&P500 companies earned 25% less than male counterparts

Even when starting in female dominated professions, men advance faster and make more than women





Women and Workplace Culture

“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
WE NEED TO TALK ABOUT “OFFICE
HOUSEWORK” (FORBES.COM)

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

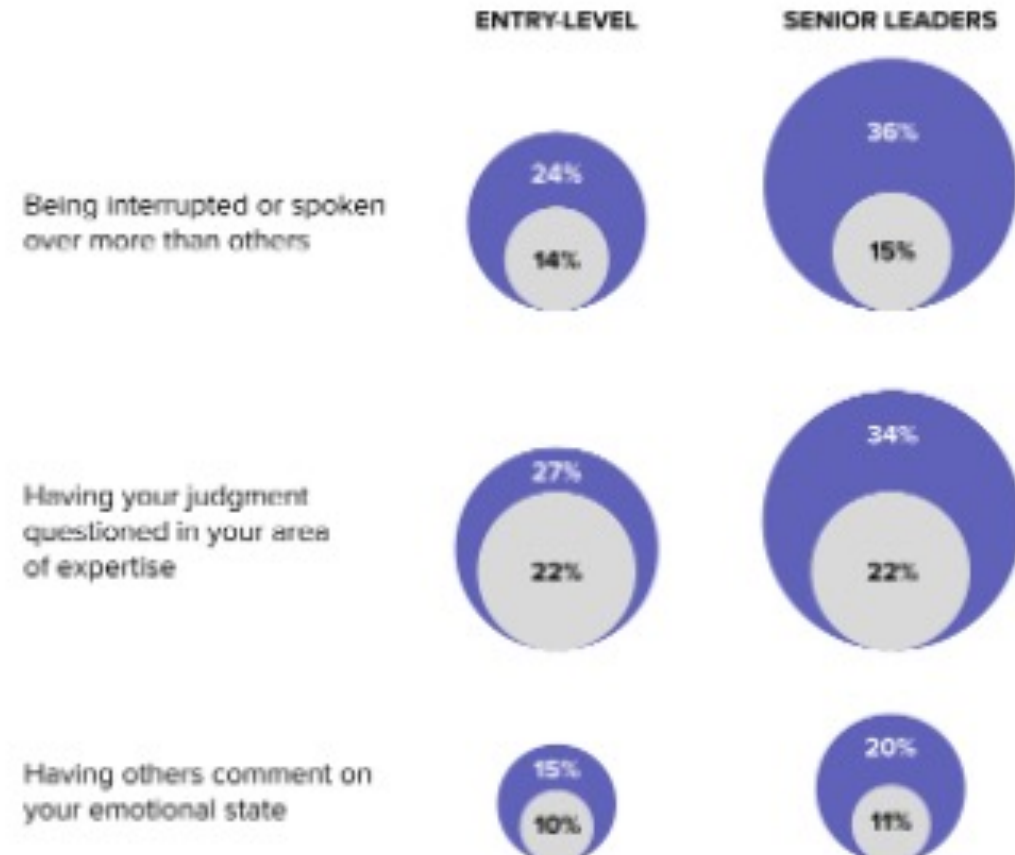
Women in the
Workplace 2021:
The Full Report
(leanin.org)

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.

Home and Office “Housework” falls disproportionately on Women

- ▶ Women often bear the brunt of childcare and domestic chores **at home doing 15 hours more per week** despite both partners working.

- ▶ Why The Career Sacrifices Women Make During the Coronavirus Pandemic Could Be Long-Lasting – WSJ; Women more than men adjust their careers for family life | Pew Research Center

- ▶ “We expect men to be ambitious and results-oriented, and women to be nurturing and communal” — *and studies show the same stereotype is perpetuated in workspaces too.*

- ▶ What is “Office Housework” and Why Are Women Mostly In Charge of It? | The Swaddle

The “OFFICE HOUSEWORK” Trap

- ▶ **Women take on the lion’s share of everyday administrative tasks that have minimal recognition and no compensation (data entry, note-taking, coordinating meetings and personnel)**

- ▶ **These tasks don’t count toward career advancement for women, and may even hinder their opportunities for promotion.**

- ▶ Sheryl Sandberg and Adam Grant, Women Doing ‘Office Housework’ - The New York Times

► Only 86 women promoted to first level manager for each 100 men.

► 2021 study at an elite US business school found women are negotiating for raises and promotions more often than men

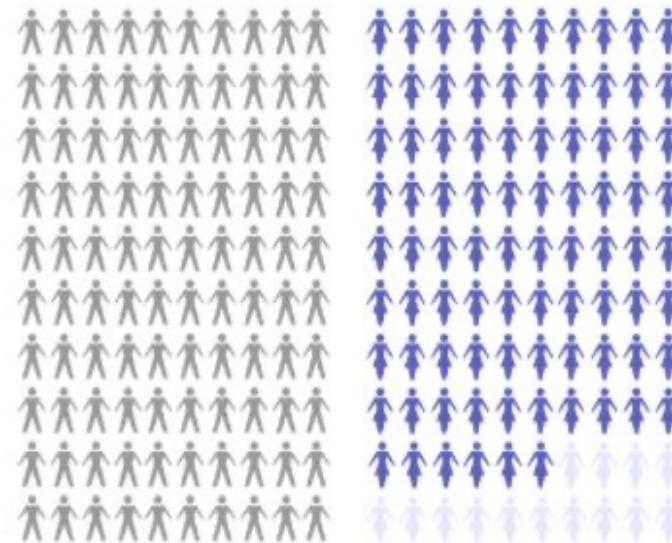
— BUT they are turned down twice as often

Gender Gap in Managerial Span of Control: Implications for Gender Pay Gap
by Margaret Lee & Laura J. Kray

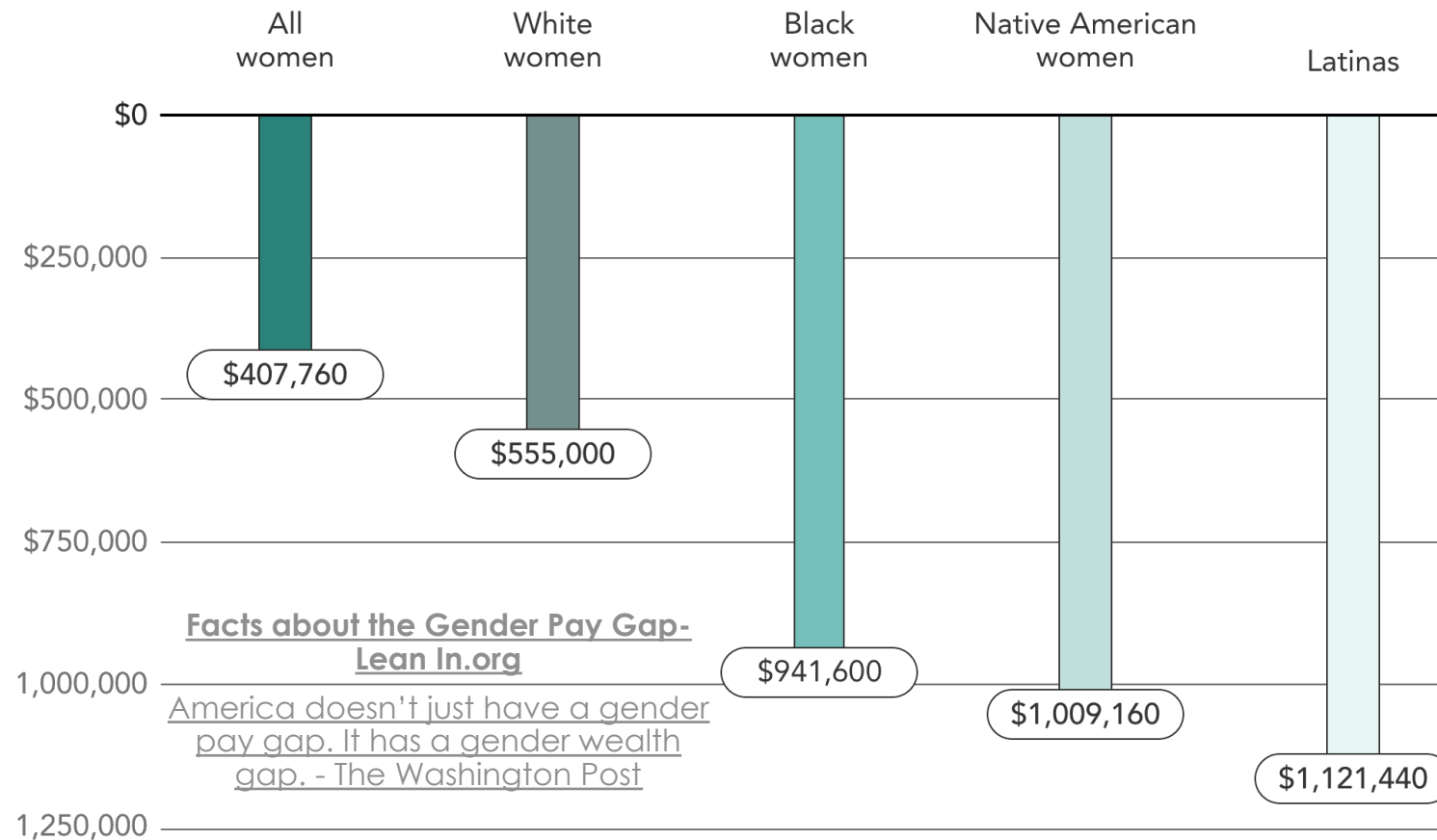
Women are asking for more— They're just not receiving it

WOMEN LOSE THE MOST GROUND AT THE FIRST STEP TO MANAGER

For every 100 men who are promoted . . .
86 women are promoted



Lifetime Impact of Pay Inequalities



- 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.

The Gender Pay Gap haunts women into retirement

- ▶ Only 31% of women surveyed said they were able to save for retirement compared to 44% of men according to a survey from TIAA that questioned more than 3,000 adults.
- ▶ Only 19% of women are confident they're on track to retire without running out of money. That's compared to 35% of men,
- ▶ **The Covid Pandemic has widened the gap!** In 2013, the gap between men's and women's perception of their retirement readiness was 9 percentage points. The 2022 study showed the gap had grown to 16 percentage points.
- ▶ In addition, about 29% of women surveyed by TIAA are currently struggling to pay monthly bills

Only 19% of women are confident they're saving enough to retire (cnbc.com)



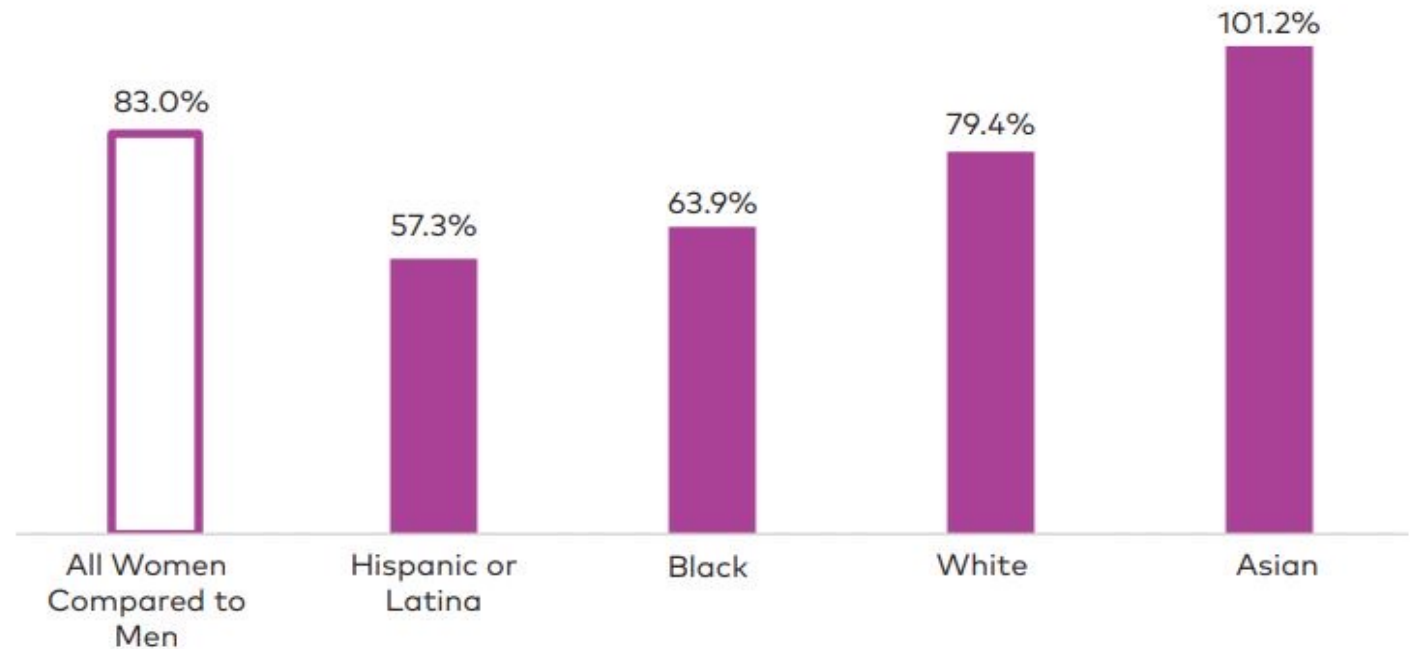
Intersectionality and the Gender Pay Gap Women of Color

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.

Pay gap is almost always worse for women of color.

- [Gender Wage Gap Fact Sheet-IWPR.org](#)

Women's Earnings as a Percent of White Men's Earnings for Full-time Year-Round Workers, by Race and Ethnicity, 2020



Notes: White non-Hispanic alone; Black alone; Asian alone; and Hispanic (may be of any race); full-time, year-round defined as working at least 35 hours per week, and at least 50 weeks per year. Adjustment to 2019 dollars is using CPI-U-RS.¹⁵

Source: IWPR analysis based on U.S. Census Bureau, "Historical Income Tables: Table P-38. Full-Time, Year-Round Workers by Median Earnings and Sex," Current Population Survey (Washington, DC: U.S. Census Bureau, 2021), <<https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-people.html>>.

Workplace is more stressful for women of color

- Women of color are two to three times as likely as white women to hear colleagues express surprise at their abilities.
- 1 in 8 women of color is a “Double Only”—often the only woman and the only person of their race in the room—and they are far more likely than other women to experience microaggressions.

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

Women of Color face even more microaggressions

- ▶ [Women in the Workplace 2021: The Full Report -leanin.org](https://leanin.org)

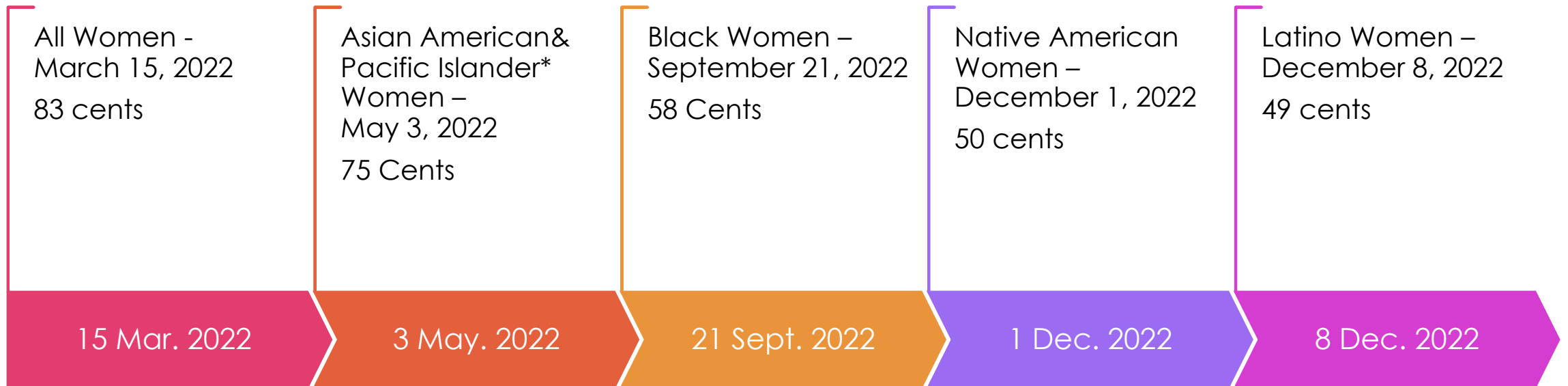
WOMEN WHO ARE ONLY ARE MORE LIKELY TO EXPERIENCE MICROAGGRESSIONS

		ALL WOMEN	GENDER ONLY	DOUBLE ONLYS (GENDER & RACE)
Challenges to competence	Being interrupted more often than others	28%	47%	48%
	Having your judgment questioned in your area of expertise	31%	45%	46%
	Having others comment on your emotional state	18%	28%	28%
Disrespectful and "othering" behavior	Hearing others express surprise at your language skills or other abilities	8%	13%	24%
	Hearing or overhearing insults about your culture or people like you	7%	12%	19%
	Being confused with someone else of the same race/ethnicity	7%	10%	18%
	Feeling like you are expected to speak on behalf of all people with your same identity	9%	18%	31%
	Having others comment on your hair or appearance in a way that made you uncomfortable	6%	12%	16%

2022 Equal Pay Days for Women of Color

Equal Pay - MI-ACE webpage

Equal Pay Day Calendar – AAUW : Empowering Women Since 1881 ; [Equal Pay Day.org](https://www.equalpayday.org)



* Adding Pacific Islanders in with Asian women has dramatically changed the perspective on their pay equity

Diversity, Equity and Inclusion- the price we pay

- ▶ **During economic downturns, such as the pandemic, amplify the economic challenges already facing women of color.**

Job Losses During Pandemic Strain Black, Hispanic Women's Personal Finances – WSJ

During pandemic, some workforce disparities between men, women grew | Pew Research Center

- ▶ **Meanwhile, women leaders are twice as likely as men to spend substantial time on DEI work outside their formal job responsibilities**
- ▶ At risk of taking on “office housework”- work that is critical to the business not compensated.
- ▶ Emotional labor is taken for granted. Burn-out is on the rise among women leaders

[Women in the Workplace 2021: The Full Report -leanin.org](https://leanin.org/women-in-the-workplace-2021-the-full-report)



Intersectionality and the Pay Gap

Mothers and LGBTQ+

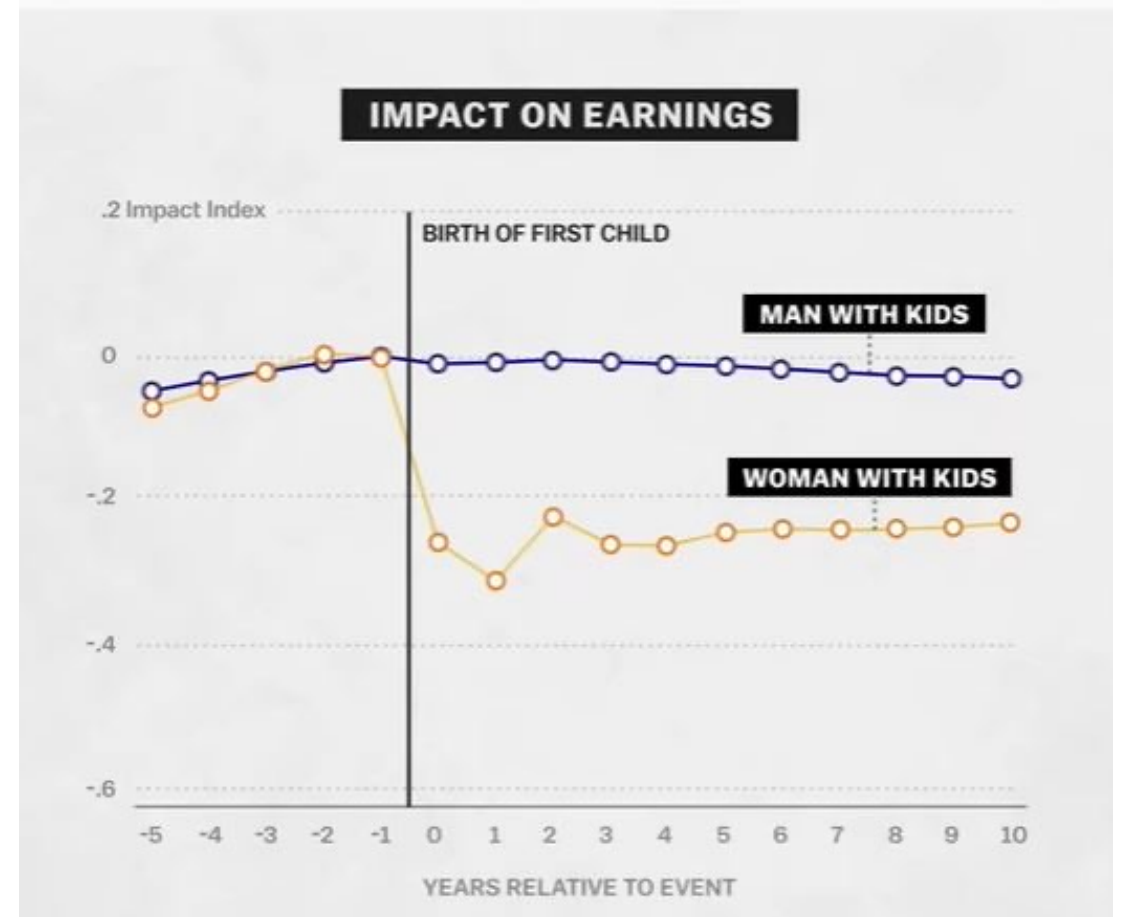
MOMS EQUAL PAY DAY 2022 — EQUAL PAY TODAY!

LGBTQIA+ EQUAL PAY AWARENESS DAY 2022 — EQUAL PAY TODAY!

Motherhood penalty on pay-

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

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

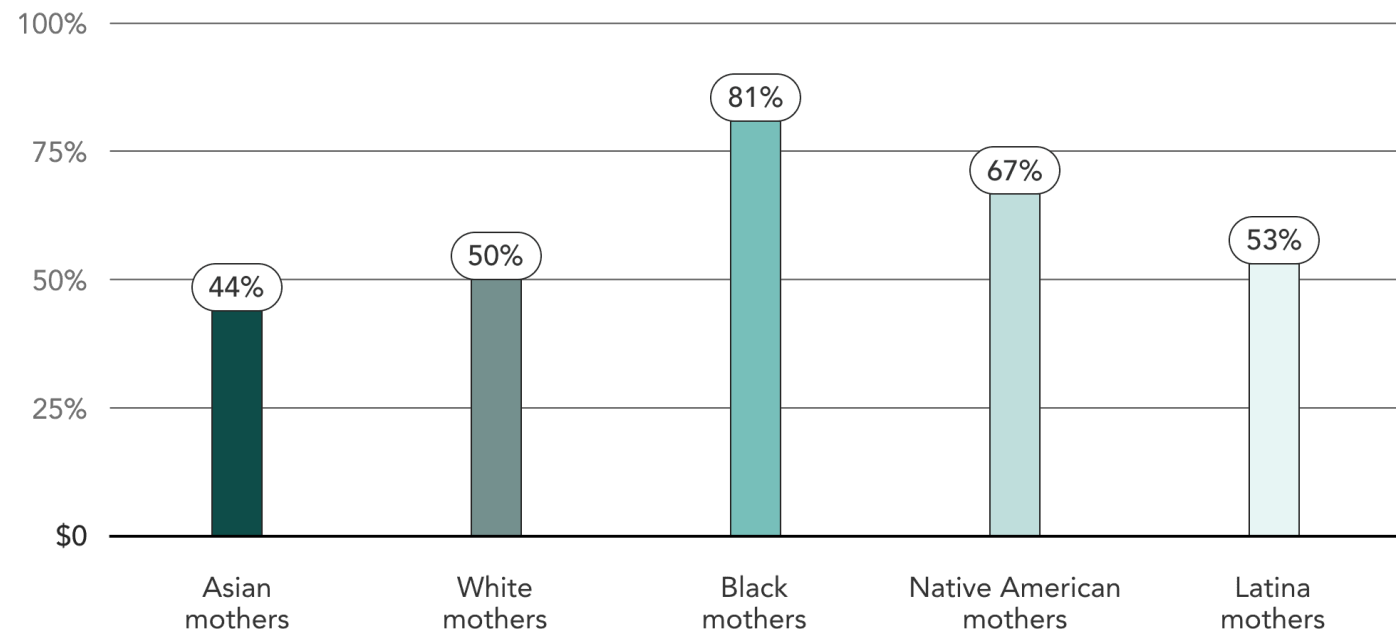


[KLEVEN ET AL 2018. CHILDREN AND GENDER INEQUALITY: EVIDENCE FROM DENMARK | NBER](#)

Families are on the frontline

Women are often breadwinners for their families—meaning their household depends on their paycheck.

- This is particularly true for some women of color
- **More than four in five Black mothers (81%) are family breadwinners.**



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

Mother's Equal Pay Day

- When moms are paid less, they have less money for basic family necessities like rent, quality groceries, and school supplies.
- Over time, this impacts families' ability to invest in savings, higher education, or property.

- [Fast Facts: Mothers in the Workforce – AAUW](#)
- [Facts about U.S. moms | Pew Research Center](#)
- [Women more than men adjust their careers for family life | Pew Research Center](#)
- [Pandemic's Toll on Gender Pay Equality - Korn Ferry](#)

More than 85% of US women become moms by age 44.

Child care issues are an impediment to mothers in the workforce

Mothers are paid about 70 cents for every dollar paid to fathers.

Working Mothers, especially those of color, face more concerns than Working Dads

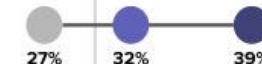
Women in the Workplace 2021: The Full Report - leanin.org

MOTHERS OF YOUNG CHILDREN HAVE A MORE DIFFICULT EXPERIENCE WHEN THEY ARE ONLYS

■ FATHERS OF YOUNG CHILDREN
■ MOTHERS OF YOUNG CHILDREN
■ MOTHERS OF YOUNG CHILDREN WHO ARE GENDER ONLYS

Burnout

Uncomfortable discussing burnout

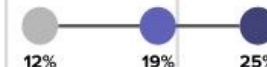


Feel burned out often or almost always



Feelings when working flexibly

Judged



Worried that it will hurt my career

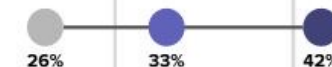


Concerns about working remotely more often than others

Being viewed as less committed



Having to work harder to get noticed



LGBTQ Equal Pay Awareness Day

June 15, 2022

The gender pay gap extends to the LGBT+ community.

Brookings Institution's Hamilton Project, an economic-focused policy think tank, found an income gap of nearly \$30,000 between same-gender female and male couples.
More research must be done!

[Study: Same-sex female couples make far less than male couples - The Washington Post](#)

[LGBTQIA+ Equal Pay Awareness Day 2022 — Equal Pay Today!](#)

LGBTQ STATUS VS. PREFERRED AND OFFER SALARY



H I R E D

[Women In Tech- Outnewsglobal.com](http://WomenInTech-Outnewsglobal.com)

LGBTQ+ Equal Pay Awareness Day

June 15, 2022

We need equal pay now for all families



End the wage gap for LGBT families who live at the intersections of race, sexual orientation, and gender identity.

- Trans and non-binary communities experiences poverty at 4X the rate of general population
- 15% of female same-sex couples raising kids live in poverty, compared to 9% of straight couples raising kids
- Black and Latina LGBT women are more likely to be in poverty and raising children than their white counterparts



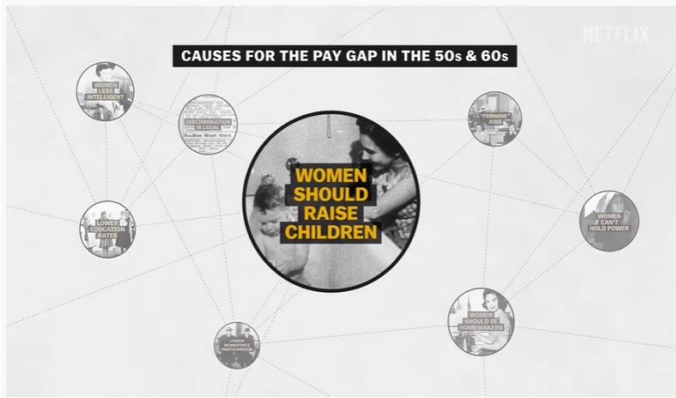
#EqualPayDay • MomsRising.org • MamásConPoder.org

End the Wage Gap for LGBTQ+ Families

100

- ## VIDEO LINK

Explained | Why Women Are
Paid Less | FULL EPISODE |
Netflix – YouTube



Gender Pay Gap Facts for Michigan Women

For the Entire United States

American Women earn only 82.0% of what men earn on average

- **Median annual earnings for full-time women: \$43,394 vs for full-time men: \$53,544**
- **Industry with the largest wage gap: Finance and insurance**
- **Occupation with the largest wage gap: Legal occupations**

Equal Pay Day: March 15, 2022 -[census.gov Workbook: Gender Pay Gap Map](https://www.census.gov/workbook/gender-pay-gap-map) -tableau.com; [Gender Pay Gap by State – AAUW](#)

Michigan has 16th largest pay gap

Michigan women earn only 77.8% of what men earn on average.

- **Median annual earnings for full-time women: \$41,560 vs full-time men: \$53,435**
- **Industry with the largest wage gap: Agriculture, forestry, fishing and hunting**
- **Occupation with the largest wage gap: Legal occupations**

[Gender Pay Gap \(census.gov\)](https://www.census.gov/workbook/gender-pay-gap-map)

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 Sports are rapidly closing the Gender Pay Gap



US Women's basketball coaches are receiving long over-due pay that is comparable to their men's counterparts. Of the 15 highest-paid, seven are women, whose average pay is nearly \$1.6 million; eight are men, and their average pay is just over \$1.4 million.

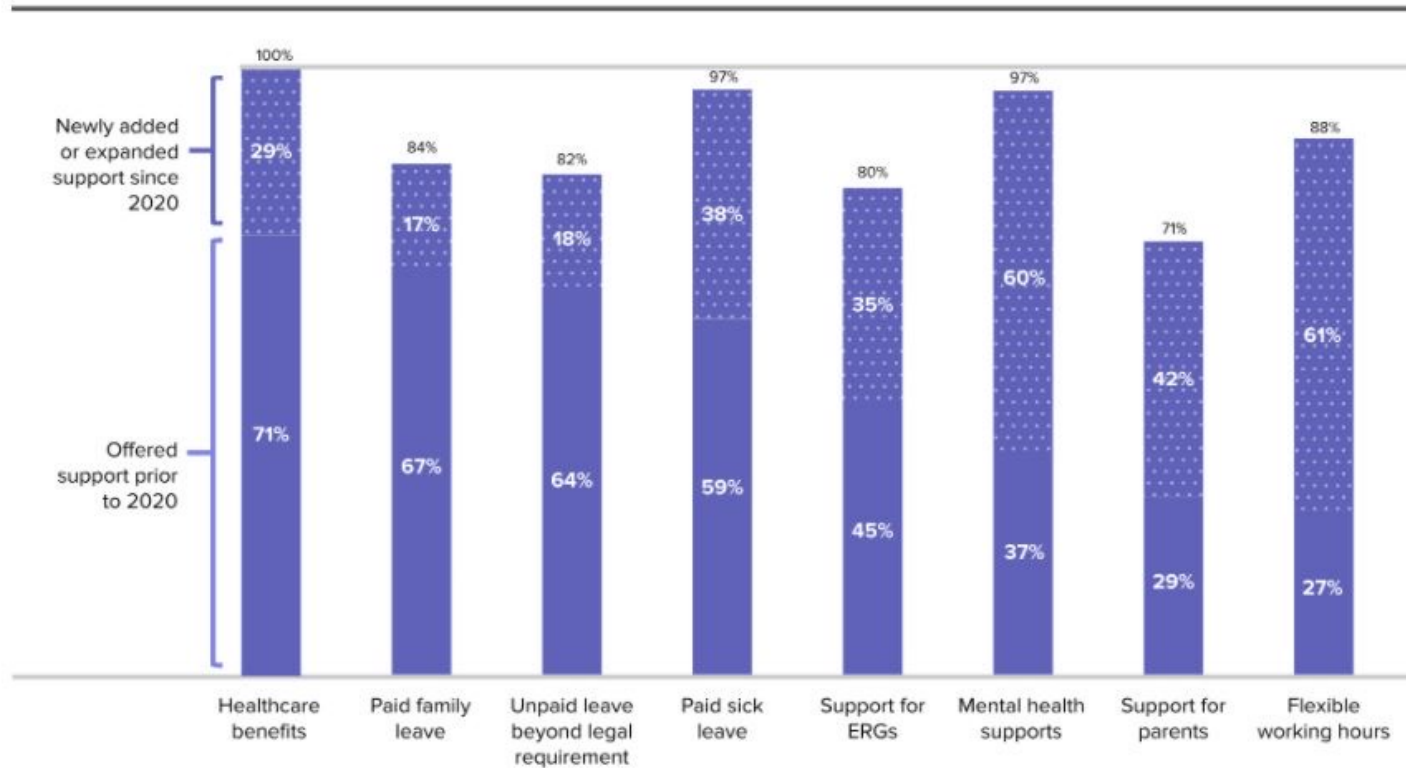
Women's basketball coaches pay rapidly rising, per USA TODAY

US National Women's Soccer team recently won a \$24 million equal pay settlement with the US Soccer Federation. The federation promised to provide an equal rate of pay between the men's and women's national senior teams in all friendlies and tournaments, including the World Cup.

The U.S women's soccer team reaches an equal pay settlement : NPR

Pandemic has lead to more flexibility and benefits for employees

HOW COMPANIES ARE SUPPORTING EMPLOYEES



Companies are stepping up!

Deloitte Financial recommendations to “Break the Bias” in the workplace

- ▶ Support Women-Owned Businesses
- ▶ Be a Mentor to a Woman or Girl- or BOTH!
- ▶ If you see a woman trying to get her voice heard at a meeting, ask her opinion
- ▶ Don't talk about working mothers, talk about working parents
 - ▶ Normalize paternity leave and encourage it!
- ▶ Go watch films directed and produced by women
- ▶ Gender balance your book shelves
- ▶ [Break the Bias Guidelines- Deloitte Financial](#)

“

Every woman deserves fair pay.

It's time to close the gap.

”

WHAT CAN YOU DO?

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

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

Advocate for ALL women

- **Host Wear Red to observe one of the several Equal Pay Days through the year**

- Write your congressional leaders asking for equal pay
- Ensure young adults are a part of your EPD planning
- Social Media Campaign
- Host a luncheon or workshops

Negotiation Advice for Women- leanin.org

AAUW Work Smart Negotiation Course

- Join an EPD organization that is a good fit for you.
Coalition- Take Action!

Michigan Equal Pay

- **SHARE STORIES of Struggle and Triumph! – STORYTELLING IS POWERFUL**

- Ruth Bader Ginsburg - Made By Her: Monumental Women | Hulu - YouTube

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](#)

MIACE Partners

- ▶ The Michigan American Council on Education (MI-ACE) Women's Network works in partnership with the Michigan Equal Pay Coalition, AAUW, and our Institutional Representatives to raise awareness of pay inequity between men's and women's earnings.
- ▶ In years past, The Michigan Equal Pay Coalition hosted a State Capitol event with state legislators.
- ▶ The event has drawn women together from across the state to educate and advocate for equal pay.
- ▶ Last year the event was virtual, more details to come for this year's event.

Equal Rights Amendment – ERA

Michigan ratified the ERA more than 40 years ago,
on **May 22, 1972.**

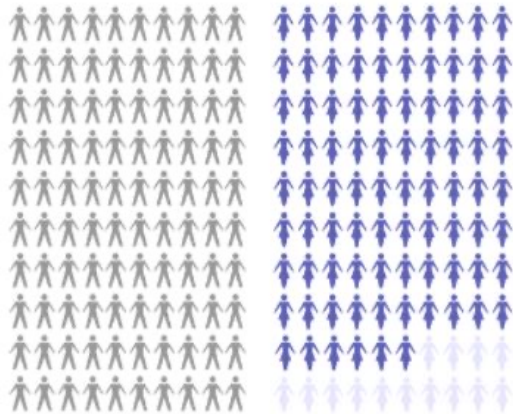
- ▶ The Equal Rights Amendment, a proposed amendment to the United States Constitution, was born from women's suffrage amendment and first introduced into Congress in 1923.
- ▶ The ERA would clarify, once and for all, that sex discrimination in employment, reproductive rights, insurance, Social Security, education, and more is a violation of our constitutional rights as Americans.
- ▶ The ERA provides the opportunity to seek legal recourse when an individual faces sex discrimination.
- ▶ The Equal Rights Amendment (ERA) would, once and for all, guarantee constitutional equality between men and women.

Additional Graphics: Women in the Workplace 2021: The Full Report (leanin.org)

Women lose out on management roles

WOMEN LOSE THE MOST GROUND AT THE FIRST STEP TO MANAGER

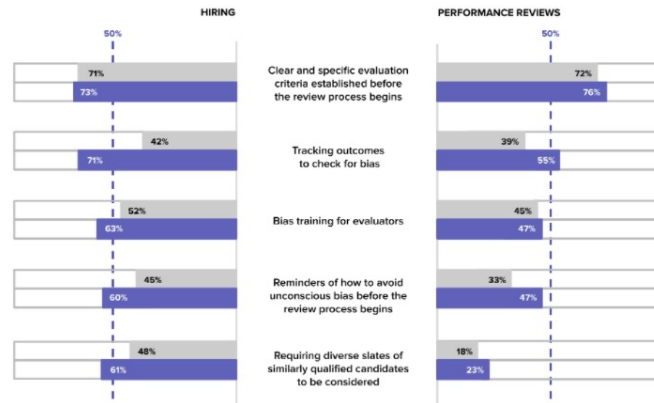
For every 100 men who are promoted . . .
86 women are promoted



How Companies Can Ensure Fairness

HOW COMPANIES ARE WORKING TO ENSURE FAIRNESS IN HIRING AND PERFORMANCE REVIEWS*

% of companies that take actions to ensure fairness in hiring/in the performance review process

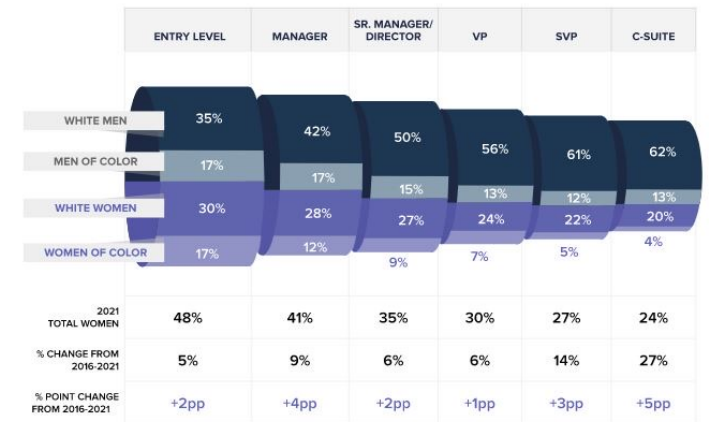


* In 2019, responses to this question were recorded separately by level (L6, L5, L4, and aggregate L3 to L1; for definitions of level see Methodology). In 2021, responses to this question were recorded in aggregate for all employees. The 2019 data presented in this chart reflect the levels with the highest percentage of respondents who stated they received each kind of training. In both 2019 and 2021, respondents were not asked about blind résumé reviews for candidate screening in regard to performance evaluations. Full question: Which of the following does your company do to ensure fairness in hiring/in the performance review process? (Responses were selected from a list of 10 possible responses in 2019 / nine possible responses in 2021 and "None of the above" and are presented in order of frequency.

Gender and race-comprehensive graphic

REPRESENTATION IN THE CORPORATE PIPELINE BY GENDER AND RACE*

% of employees by level at the start of 2021



* Pipeline data in this report is based on data from the end of 2020 and does not reflect changes through 2021.

ACE WOMEN'S NetworkTM Michigan

Video Link



ACE Women's Network- A Legacy of Leadership

MI –ACE Equal Pay Day- References



[MICHIGAN AMERICAN COUNCIL ON EDUCATION \(MI-ACE\) WOMEN'S NETWORK](https://www.gvsu.edu/miace/); Retrieved April 7, 2022 at <https://www.gvsu.edu/miace/>

[MI-ACE Equal Pay Day](https://www.gvsu.edu/miace/equal-pay-12.htm) ; Retrieved April 7, 2022 at <https://www.gvsu.edu/miace/equal-pay-12.htm>

[Facts about the Gender Pay Gap- Lean In.org](https://leanin.org/equal-pay-data-about-the-gender-pay-gap); Retrieved April 7, 2022 at <https://leanin.org/equal-pay-data-about-the-gender-pay-gap>

[Deeper In Debt 2021.pdf \(aauw.org\)](https://www.aauw.org/app/uploads/2021/05/Deeper_In_Debt_2021.pdf). Retrieved April 22, 2022 at https://www.aauw.org/app/uploads/2021/05/Deeper_In_Debt_2021.pdf.

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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