



# Equal Pay Day 2021

**Dr. Linda Logan**

**Co-Chair Policy Committee**

**Chair Elect, Michigan American Council on Education Women's Network**

**MIACE Speaker and Consultants Bureau**

# ACE WOMEN'S Network<sup>TM</sup> Michigan

We are the voice of women in higher education in Michigan  
If you are advancing your education or have received a promotion, please  
post it in the chat

# 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 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.

# What is Equal Pay Day?

- Equal Pay Day symbolizes 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.
- Today we wear RED in honor of Equal Pay Day!

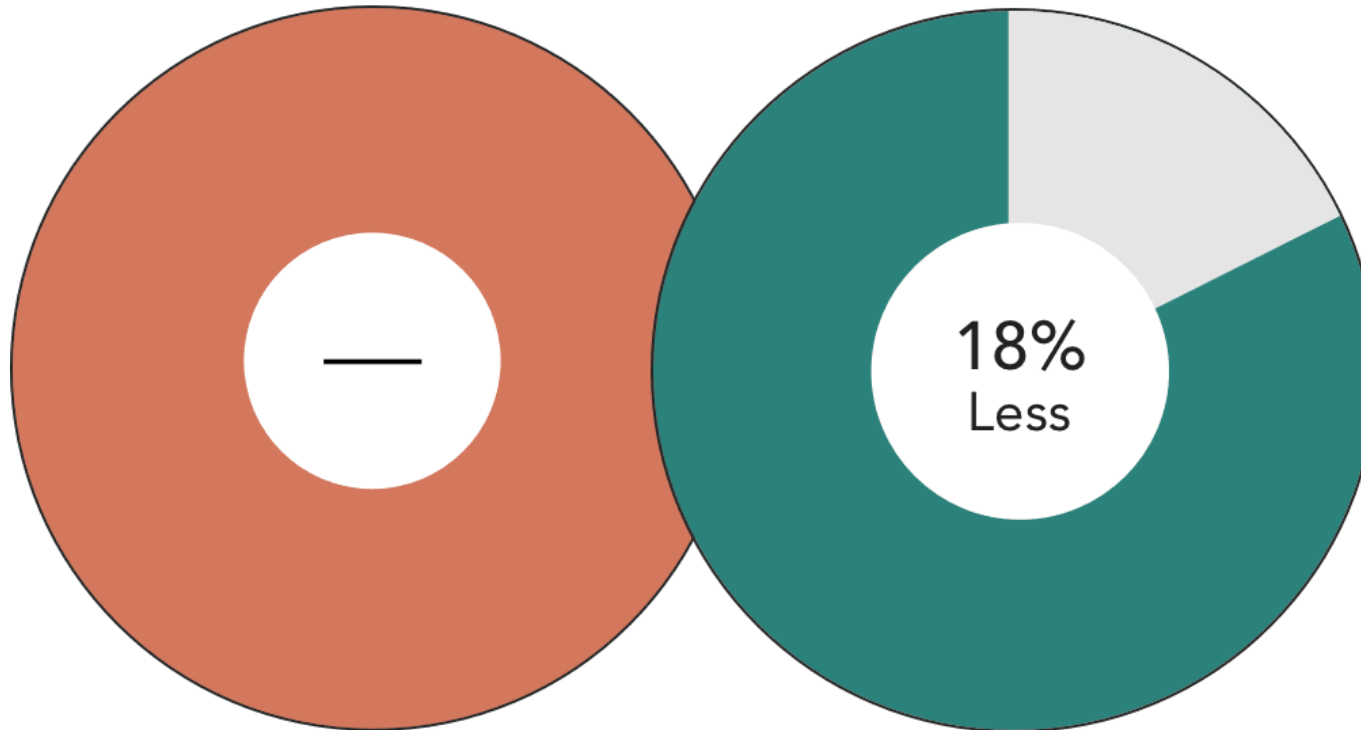
## Women are paid less than men

On average, women in the U.S. make 18% less than men.  
Over the course of a year, the average working woman loses \$10,122  
as a result of the gender pay gap.

Ref: <https://leanin.org/equal-pay-data-about-the-gender-pay-gap>

All men  
\$1.00

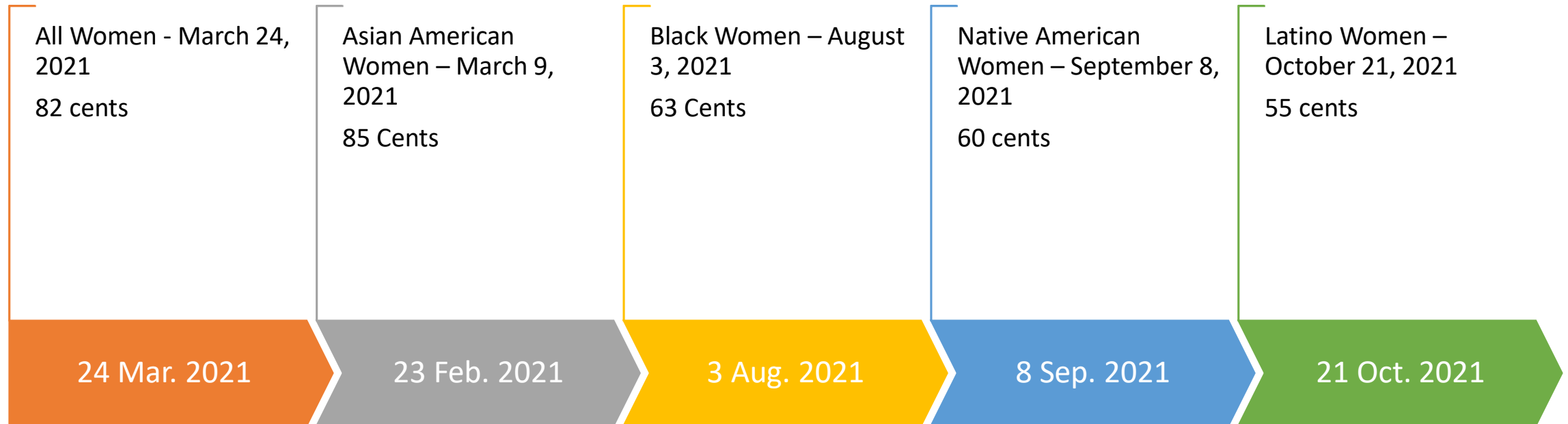
All women  
\$0.82



It's often worse for women of color

If you break it down by race and ethnicity, the pay gap is even wider for Black women, Native American women, and Latinas.

Ref - <http://www.equalpaytoday.org/equal-pay-day-2021>



# Mother's Equal Pay Day

**Mother's Equal Pay Day**  
is June 4.

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

# **Gender Pay Gap Facts for Michigan Women**

Michigan women earn only 77.8% of what men earn on average.  
Michigan has the 16th largest pay gap

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

The statistics for the entire United States:

- **Women's earnings as a percentage of men's:** 82.0%
- **Median annual earnings for full-time women:** \$43,394
- **Median annual earnings for full-time men:** \$53,544
- **Industry with the largest wage gap:** Finance and insurance
- **Occupation with the largest wage gap:** Legal occupations

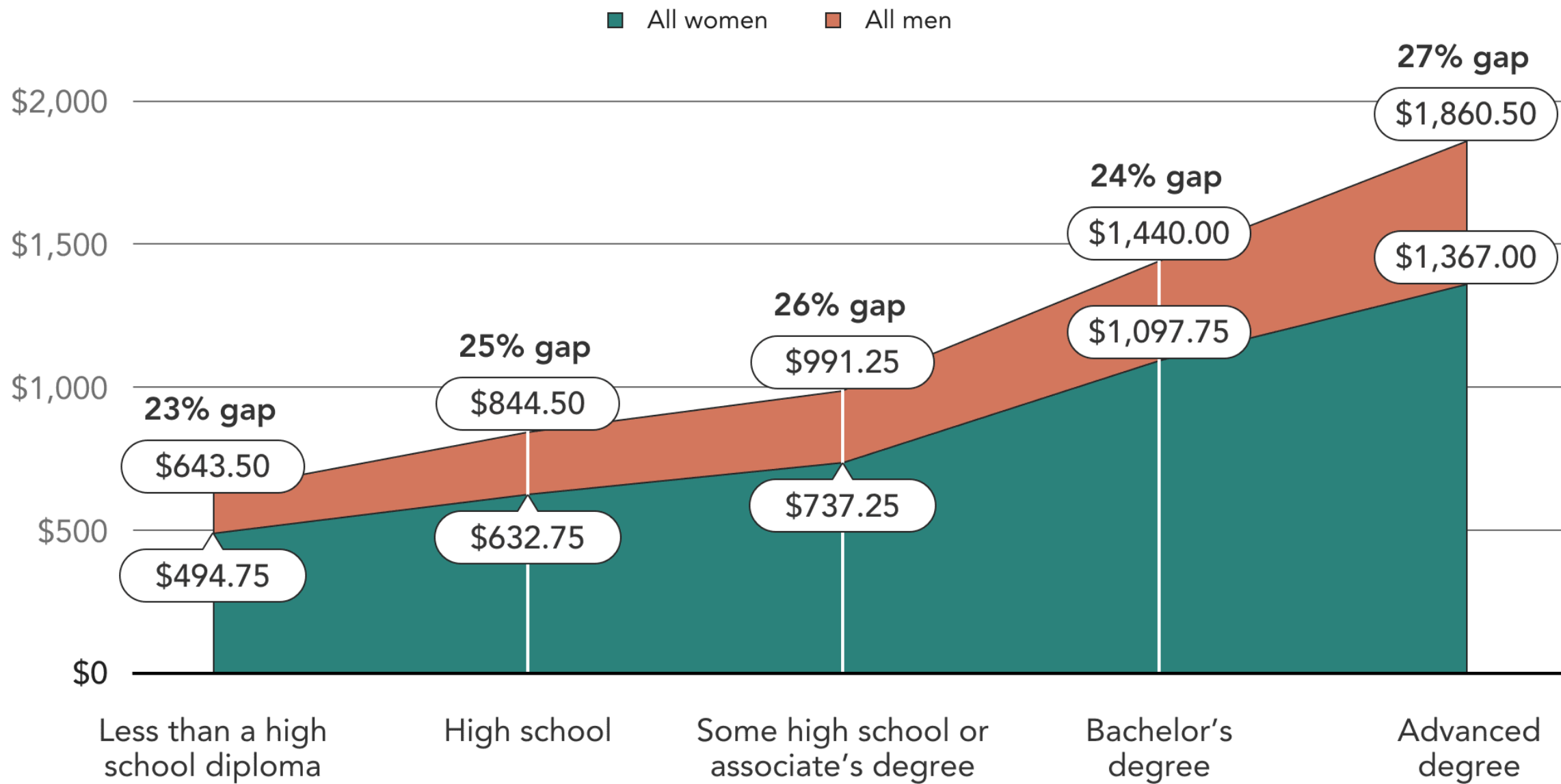
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# Women are better educated but undervalued

- Women have been graduating from college at higher rates than men for decades.<sup>[5](#)</sup>
- But diplomas don't translate to dollars:
- The pay gap actually increases for women at higher education levels.<sup>[6](#)</sup>

Ref: <https://leanin.org/equal-pay-data-about-the-gender-pay-gap>



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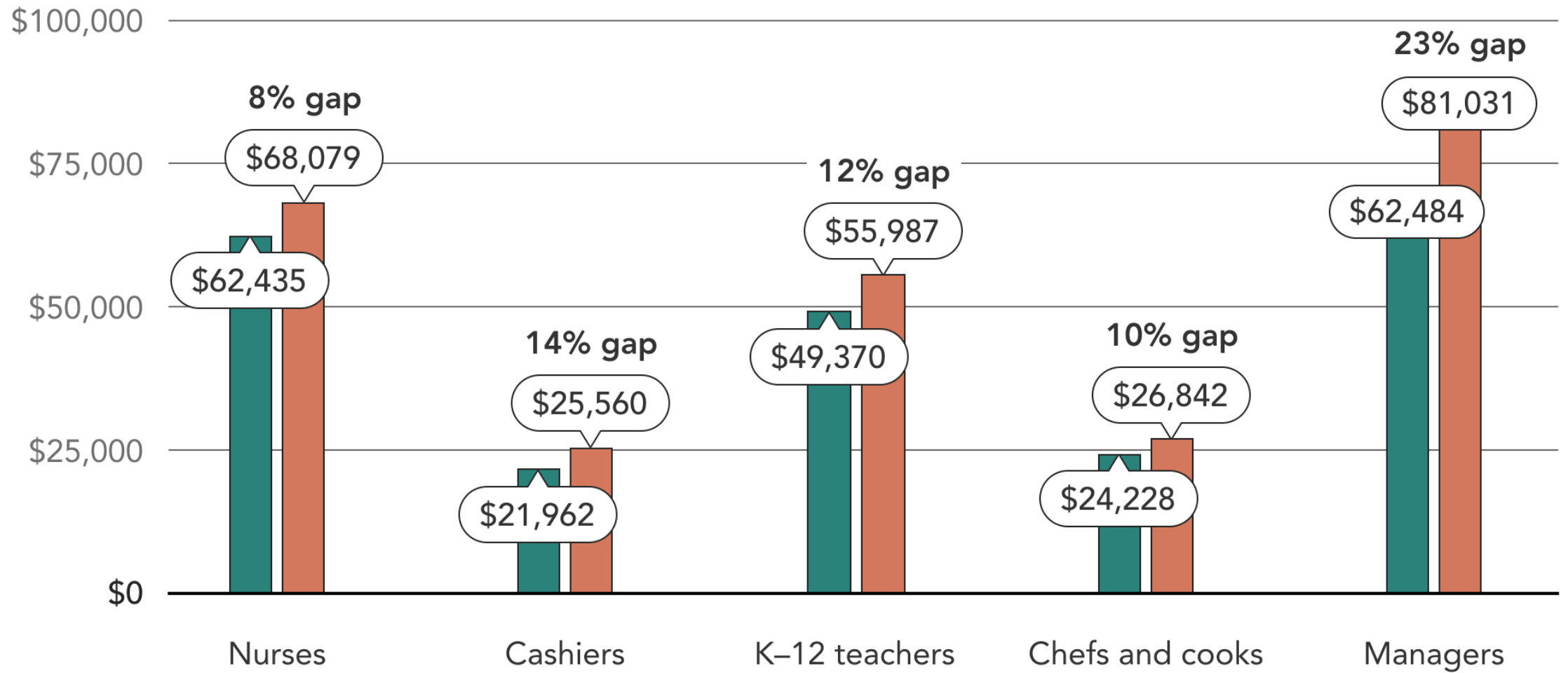
Even in the  
same job,  
women and  
men receive  
different pay

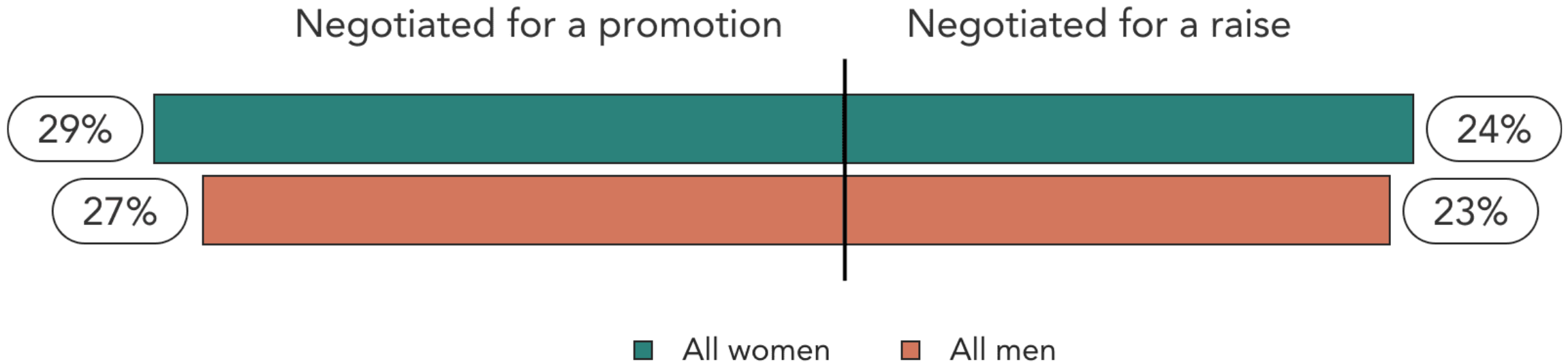
Women are just as likely to pursue many high-paying careers.<sup>8</sup>

But even in the same job, women are generally paid less than men.<sup>9</sup>

For example, women managers earn 23% less than men managers, on average.

■ All women ■ All men



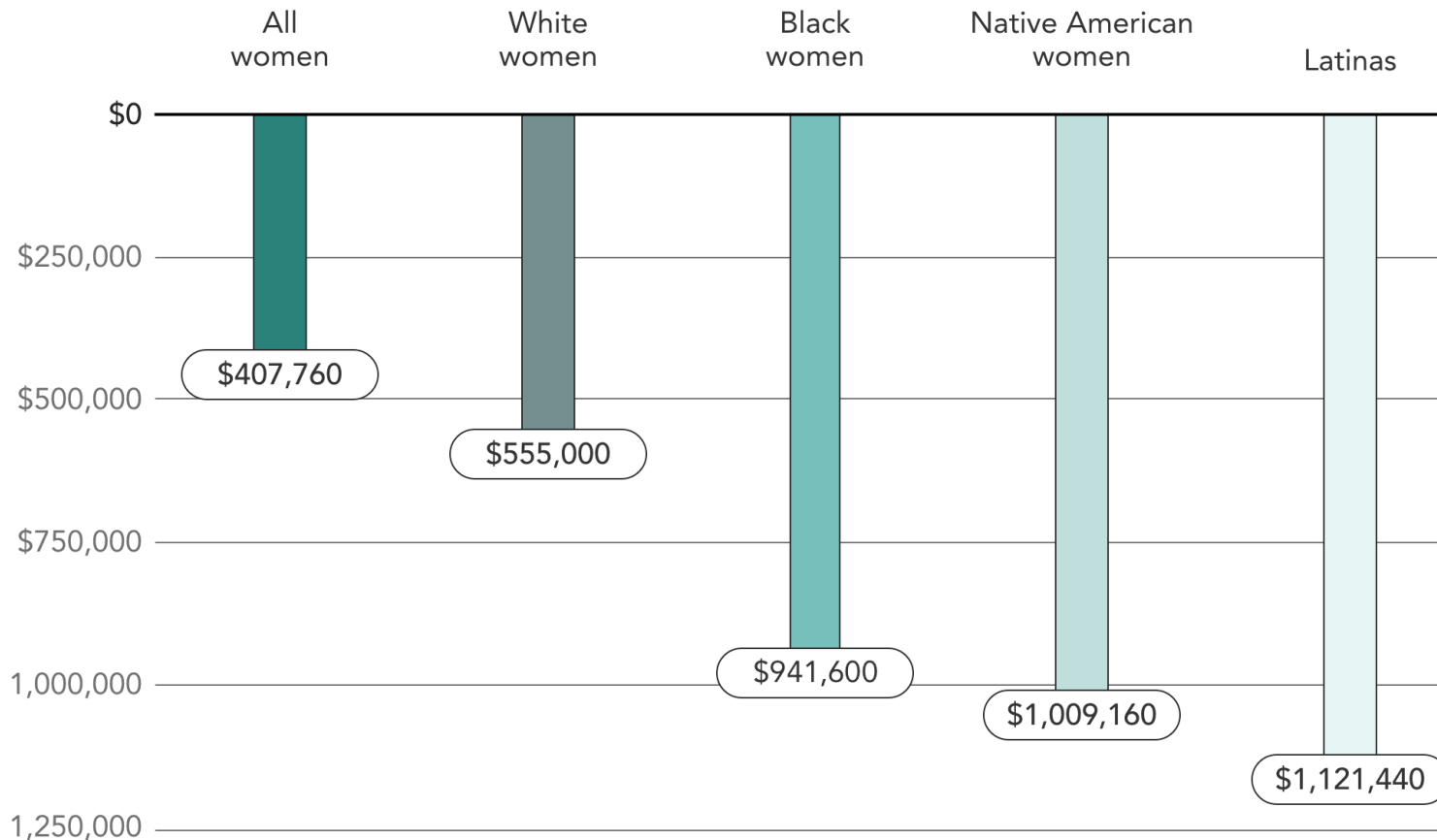


## DID YOU KNOW?

- When women join an industry in large numbers, pay goes down.
- For example, wages in parks and recreation dropped by 57 percentage points as the field went from predominantly men to women workers.
- **Women are asking for more—**
- They're just not getting it
- Women are asking for promotions and negotiating for raises at the same rates as men—
- We've seen this in our research since 2015.

# Women are losing out on millions

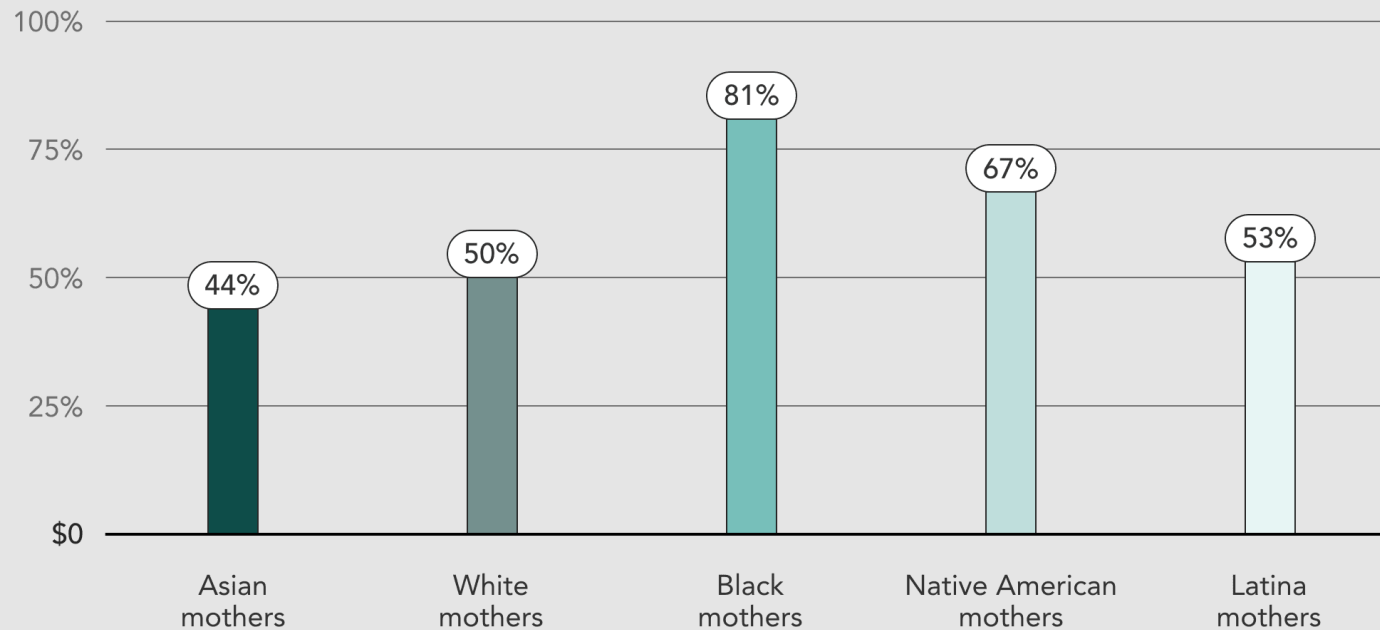
Ref: <https://leanin.org/equal-pay-data-about-the-gender-pay-gap>



- 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.

# Families are on the frontline

Ref: <https://leanin.org/equal-pay-data-about-the-gender-pay-gap>



- 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 breadwinners.<sup>15</sup>
- When moms are paid less, they have less money for basic family necessities like rent, groceries, and school supplies.
- Over time, this impacts families' ability to invest in savings, higher education, or property.

## The pay gap is a global problem

- Around the world, women earn 23% less than men.
- However, the pay gap doesn't paint a full picture of women's economic equality.
- Other factors like workforce participation and access to credit hold women back—and at the current rate, it will take 257 years to close this economic gap.

Ref: <https://leanin.org/equal-pay-data-about-the-gender-pay-gap>



# AAUW

## CLOSING THE PAY GAP

### Why Work Smart & Start Smart?

Sign up for an online course  
that takes less than  
two hours to complete

- Learn how to research your target salary and benefits
  - Highlight your accomplishments and find the right words and the confidence — to negotiate for better benefits and pay.
- Negotiating increases your potential to earn more
- Can make the difference for paying off loans, supporting your family, buying what you want and need and saving for the future.
- [One year out of college](#), women are paid significantly less than men.
- The gap grows larger over time during a woman's career.
- [AAUW have trained over 180K women.](#)
- [70% of Work Smart participants report the workshop had a positive impact on their ability to negotiate for a fair salary.](#)

Ref: <https://www.aauw.org/resources/programs/salary/>

Every woman deserves fair pay.

It's time to close the gap.

What can you do?

MIACE – Website for updates

<https://www.gvsu.edu/miace/equal-pay-day-12.htm>

## What Can You Do?

- **Host Wear Red On Equal Pay Day**
- Host a Luncheon or workshop
- Write your congressional leaders asking for equal pay
- Host a young adult EPD Rally
- Ensure young adults are a part of your EPD planning
- Social Media Campaign #EqualPayDay 2021
- Learn how to negotiate salary/pay
- Host negotiation workshops  
<https://leanin.org/negotiation>  
<https://www.aauw.org/resources/programs/salary/>
- Join an EPD organization that is a good fit for you.  
<https://miequalpay.blog/take-action/>
- **SHARE YOUR STORY – STORYTELLING IS POWERFUL**

## **Intersections of Sexual Orientation and the Pay Gap**

To ensure we are being inclusive, we must mention the LGBT+ community.

It is difficult to find data on the LGBT+ earnings because many people don't identify their sexual orientation or identity on the job applications and in the workplace.

There is no central place that collects data based on LBGTQ+ status

When we consider the intersections of race, ethnicity, and sexual orientation there are some gaps. More information is needed.

Let's not forget to be inclusive when talking about wage gaps.

If you can add to our body of knowledge, please let us know. We welcome the information.

# Additional Information

## End The Wage Gap for LGBT+ Families

# 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

# LGBTQ STATUS VS. PREFERRED AND OFFER SALARY



**H I R E D**

# 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 in the era of the women's suffrage amendment and first introduced into Congress in 1923.
- The majority of Americans mistakenly believe that women and men are guaranteed equal rights under the U.S. Constitution.
- The Equal Rights Amendment (ERA) would, once and for all, guarantee constitutional equality between men and women.
- Its ratification would provide the constitutional guarantee that all men and women are truly equal under the law and that these rights cannot easily be abridged.

House voted this month with bipartisan support, to lift the ratification deadline on the ERA—a huge leap toward constitutional equality between men and women!

REF: <https://www.aauw.org/resources/policy/position-era/>



## Why We Need The ERA

- The lack of constitutional equality reaches every aspect of women's lives.
- 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.

REF: <https://www.aauw.org/resources/policy/position-era/>

# Reference

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# Questions and Comments



# **2021 ANNUAL CONFERENCE MI-ACE WOMEN'S NETWORK CONFERENCE**

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**ADVANCING WOMEN IN HIGHER  
EDUCATION**

**June 14-15, 2021**

**Hosted by Madonna University**

**Registration is free to Renewing and  
New Members with  
unlimited attendees**

