

# The Simple Truth about the Gender Pay Gap

The **gender pay gap** is the gap between what men and women are paid. Most commonly, it refers to the median annual pay of all women who work full time and year-round, compared to the pay of a similar cohort of men.

In 2017, median annual earnings for men in North Carolina were \$46,289 compared to \$38,784 for women — an earnings ratio of just 84 percent, or 9th out of all states and the District of Columbia, according to the most recent census data. The gap is worse for most women of color and working mothers. With Congressional gridlock at the federal level, states are working to enact their own legislation.

The National Partnership for Women and Families reports:

If the annual wage gap were eliminated, on average, a working woman in North Carolina would have enough money for approximately:

- 52 more weeks of food for her family (one year's worth);
- Five more months of mortgage and utilities payments;
- Nearly eight more months of rent

Public Policy protections in North Carolina are generally inadequate by national standards. For example

- we have not passed the common-sense legislation such as NCLEG S537 April 3, 2017;
- we do have a state sponsored education and training program on pay equity;
- we do not require employers to collect data on the gender pay gap or keep records on wages;

North Carolina does have one recognized Preventative which is a state advisory committee on pay equity, Institute for Women's Policy Research which is administered by the North Carolina Council for Women and Youth Involvement, a division of the North Carolina Department of Administration. Their May 2018 report provides evidence of the progress, the challenges, and the opportunities for gender pay equity in our state.

<https://ncadmin.nc.gov/advocacy/women/status-women-north-carolina>

<https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

**Laura B. Tew** has degrees in chemistry, marketing, corporate citizenship, and non-profit management, attending UNCG, Duke University, Pace University and Boston College. She began her career in process chemistry in 1973 and has held technical and management positions in chemical manufacturing for over thirty-five years. She was the first female plant manager for Olin Chemicals and was global Director of Stakeholder Directions for Arch Chemicals from 1999 to 2009.

After retiring in Greensboro in 2009, Mrs. Tew pursued several interests including master gardening, tax counseling, and women's advocacy. She is public outreach chair of AAUW Greensboro Branch. She is committed to STEM education and careers for girls. She is certified to facilitate the AAUW.ORG program WORKSMART salary negotiations skills training for women seeking to improve their career opportunities and STARTSMART for college women preparing for careers.

**Lena Murrill Chapman** is the current president of AAUW, Greensboro, North Carolina. She is a former Curriculum Facilitator, Technology Facilitator, Library Media Specialist, adjunct professor and classroom teacher. She has been a member and leader of the American Association of University Women for more than four years.

Lena is a graduate of Bennett College and North Carolina A&T State University where she received her MS in Instructional Technology. She is also a certified K-12 Library Media Specialist and has History and Language Arts certification as well.

Lena Murrill Chapman is one of the authors of the Library Media National Board Certification initiative. She was appointed by the Governor of North Carolina. Lena with twelve other librarians throughout the United States established the first guidelines and processes for the now popular licensure aspired by so many media specialists throughout the country.

Lena is currently the owner and Director of Programs at NANDLE Seminars and Digital Services. She provides leadership for presenters to work with participants on a variety of professional and personal skills. She is an advocate for helping others in need find ways of acquiring knowledge for their personal and professional growth.

“Education is a gift, the more we give the more we receive”.