# TILG QUARTERLY MEETING FRIDAY, NOVEMBER 9, 2018



#### **AGENDA**

#### INTRODUCTION

- LENA MURRILL-CHAPMAN, PRESIDENT AAUW GREENSBORO

#### **PRESENTATION**

- LAURA TEW, OUTREACH COORDINATOR AAUW GREENSBORO
- MARY WILLIAMS STOVER, EXECUTIVE DIRECTOR
  NC COUNCIL FOR WOMEN AND YOUTH INVOLVEMENT

#### **BEST PRACTICES GROUP ACTIVITY**

- LENA MURRILL CHAPMAN



# The SIMPLE TRUTH

ABOUT THE GENDER PAY GAP

# What Is the Pay Gap?

- The pay gap is a comparison between women's and men's typical earnings.
- It can be compared by weekly earnings or annual earnings.
- In North Carolina, the gender earnings ratio narrowed from 73.7% in 2002 to 80.9% in 2016.



### How Do You Calculate the Pay Gap?

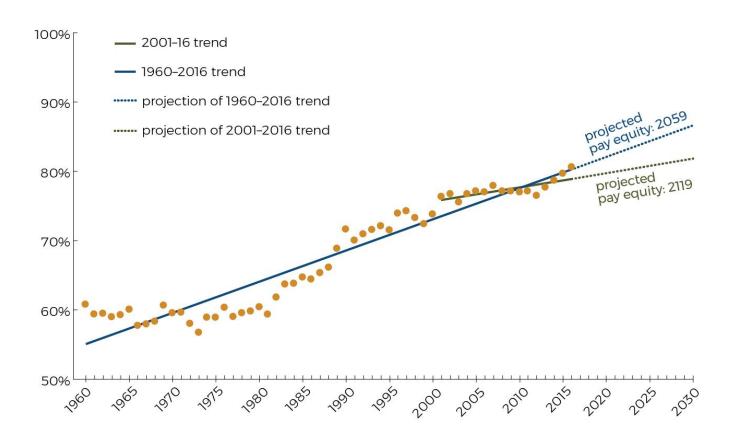
The earnings ratio and the pay gap for 2016 are calculated using these formulas:

Pay gap = 
$$\frac{[\text{men's median earnings} - \text{women's median earnings}]}{\text{men's median earnings}} = 20\%$$



# The Pay Gap over Time

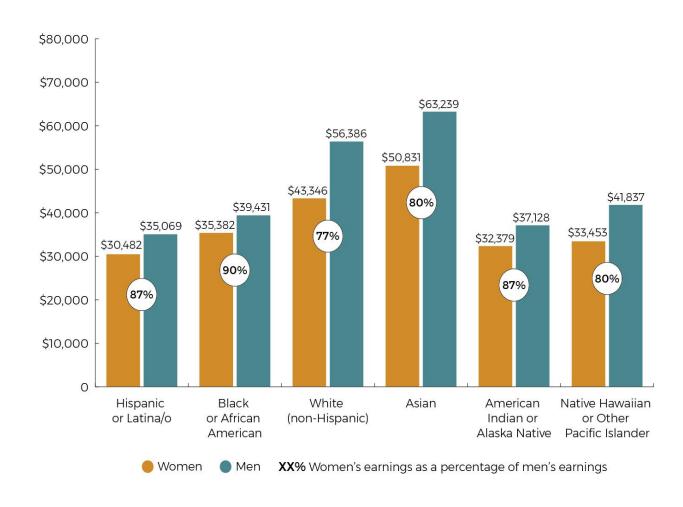
Women's Median Annual Earnings as a Percentage of Men's Median Annual Earnings for Full-Time, Year-Round Workers, 1960–2016





# The Pay Gap and Race/Ethnicity

#### Median Annual Earnings, by Race/Ethnicity and Gender, 2016





# The Pay Gap in Comparison with White Men's Earnings

Earnings Ratio of Women Compared with White Men, by Race/Ethnicity, 2016

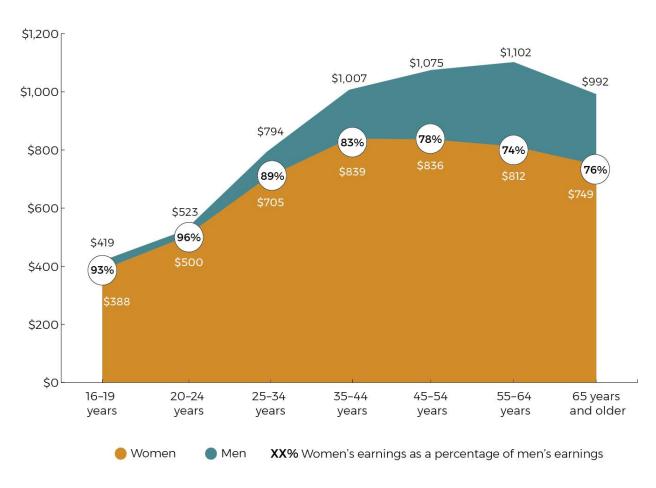
	Current Population Survey (CPS)	American Community Survey (ACS)
Hispanic or Latina	54%	54%
Black or African American	63%	63%
White (non-Hispanic)	79%	77%
Asian	87%	90%
Native Hawaiian or Other Pacific Islander		59%
American Indian or Alaska Native		<b>57</b> %



Source: The Simple Truth about the Gender Pay Gap

# The Pay Gap and Age

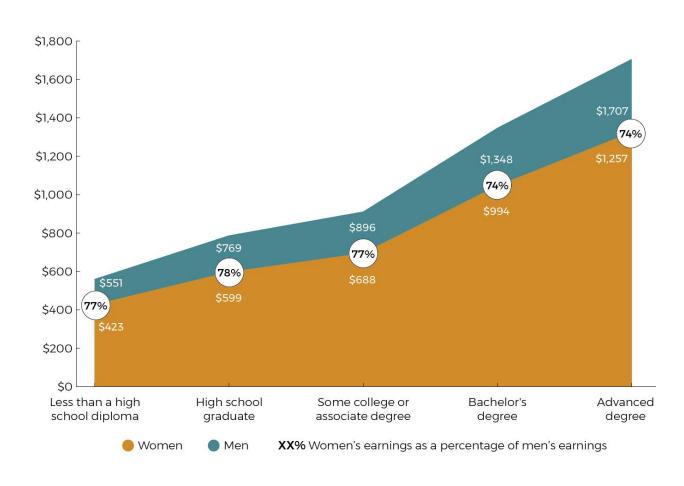
#### Median Weekly Earnings, by Age and Gender, 2016





# The Pay Gap and Education

Median Weekly Earnings, by Level of Education and Gender, 2016





# The Pay Gap, Disability, and LGBT People

- Workers with disabilities are paid less overall than workers without disabilities.
- Women with disabilities are paid even less than men with disabilities.
- Sexual orientation and gender identity are connected to discrimination and harassment in workplaces and may also impact pay.



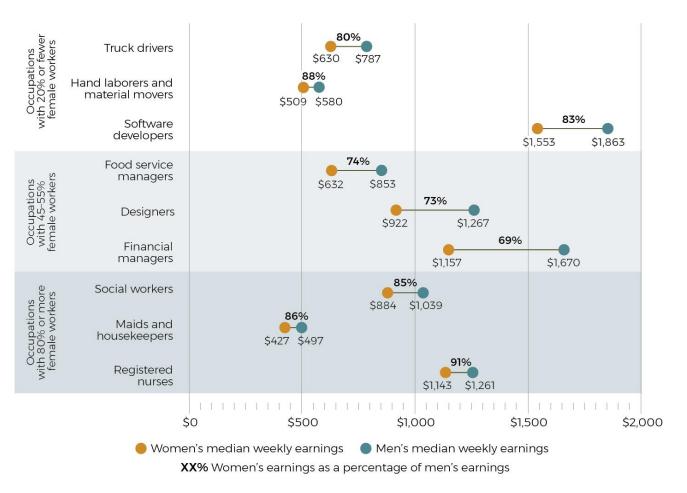
# What Causes the Gender Pay Gap?

- Women and men tend to choose different majors in college and to work in different occupations after college.
- Women tend to work shorter hours and require more flexible schedules, and women are more likely than men to care for children.
- Women experience gender bias and discrimination that are likely responsible for a significant pay gap, even after controlling for other factors.



# The Pay Gap across Occupations

Earnings Ratio in Median Weekly Pay among Full-Time Workers, Selected Occupations, 2016





# Schedules and Parenting

- Women are more likely than men to work part time or take time out of the workforce.
- Employers still prefer "traditional" work schedules with long, continuous hours.
- When it comes to having children, mothers typically are paid less (the "motherhood penalty") while fathers typically are paid more (the "fatherhood bonus").



#### Gender Discrimination and Bias

- Few women ascend to the highest positions of leadership, which means losing out on pay.
- When women start working in an industry, wages in the industry fall, even for men.
- AAUW and other researchers have found that discrimination and bias are responsible for gender pay gaps of between 6 and 12 percent.



#### Federal Public Policy

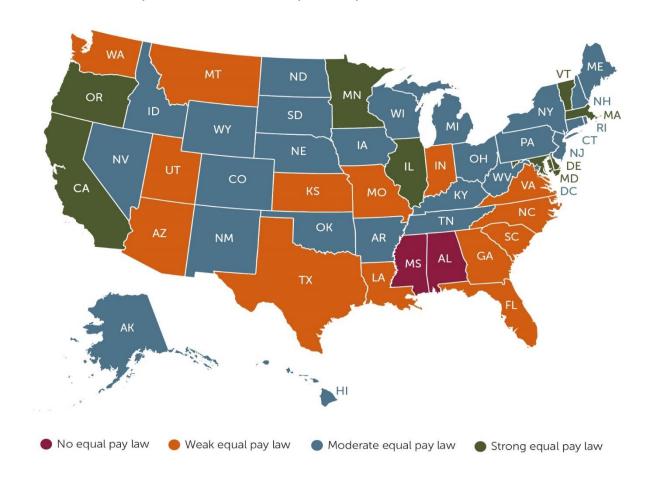
- The Lilly Ledbetter Fair Pay Act, signed into law in 2009
- The Paycheck Fairness Act
- The Fair Pay Act
- The Pay Equity for All Act
- Executive orders, regulations, and enforcement efforts



#### **Equal Pay in the States**

www.aauw.org/resource/state-equal-pay-laws

#### Map of States with Equal Pay Provisions, 2016





Source: The Simple Truth about the Gender Pay Gap

#### North Carolina – where we stand

- we have not passed the common-sense legislation such as NCLEG S537 April 3, 2017;
- we do not 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.
- We do have a state advocacy committee on pay equity: NC Council for Women & Youth Involvement

Mary Williams-Stover, Executive Director

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#### The Status of Women in North Carolina

https://youtu.be/pCN5KedVrEs

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

#### **Key Findings:**

- •Women in North Carolina earn a median income of \$36,400, and an average of \$8,600 less than men.
- •The gender earnings ratio narrowed from 73.7% in 2002 to 80.9% in 2016.
- •The share of women in the labor force decreased from 2002 to 2016.
- •More than 2 in 5 (41.6%) employed women in North Carolina work in managerial or professional occupations.

#### **RESOURCES**

- Meredith College Wage Issues for Women Wake County Task
   Force on Employment and Wage Issues for Women Report
- Durham County Women's Pay Equity Forum
- North Carolina Women and the Wage Gap
- NC Council for Women video
- NC Council for Women Report
- https://salary.aauw.org/about/
- AAUW Salary Negotiation Skills Training
- The Simple Truth free to download
- Barriers and Bias free to download





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