



# Quick Guide to the Gender Wage Gap

Summer 2017

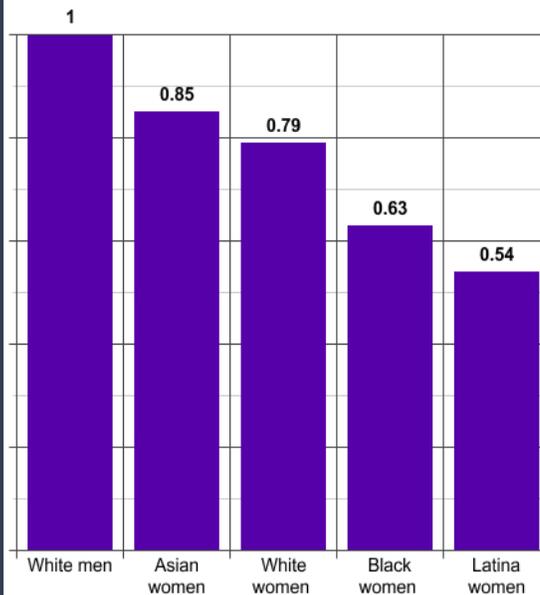
## WHAT IS THE WAGE GAP?

The gender wage gap is a measure of what women are paid relative to what men are paid. It is calculated by dividing women's wages by men's wages, and this ratio is often expressed as either a percent, or in dollar terms.

### The pay gap is greater for:

- People of color (especially women of color)
- Transgender people (especially transgender people of color)
- People with disabilities
- People at the intersections of these, and other marginalized identities

### Another day, another...54 cents



At this rate, the wage gap will be closed in...

**Year 2059**

White women

**Year 2124**

Black women

**Year 2248**

Latina women

For full-time employees in the United States

**With the exception of Asian men, all other races and genders have lower wages than White men**

People with disabilities  
earn  
**37% less than**  
people without  
disabilities

Transgender people are **4X**  
more likely to live in extreme  
poverty and have a household  
income of under \$10,000/yr.

Sources:

<http://www.epi.org/publication/what-is-the-gender-pay-gap-and-is-it-real/#epi-toc-6>

<http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/americas-women-and-the-wage-gap.pdf>

<https://iwpr.org/issue/employment-education-economic-change/pay-equity-discrimination/>



## WHY IS THERE A PAY GAP?

The way work is compensated typically financially privileges men. For example, professions that are dominated by women including domestic work, child care, and other types of caregiving often pay less than professions traditionally dominated by men. This trend is more than mere correlation: Not only are women overrepresented in lower-paying professions, the introduction of more women into certain workforces has shown to drive salaries down in those professions.

According to one 2016 study, the introduction of more men into computer processing jobs (which was traditionally associated with secretarial work) drove salaries in that field up. On the other hand, the introduction of more women into the formerly male-dominated field of park rangers drove salaries down<sup>1</sup>.

There is some research to show the lesbian and gay individuals go into fields “atypical for their gender”, creating a disparity in income between heterosexual men and gay men, but also creating a “lesbian premium”, or increase in wages among lesbians compared to their heterosexual counterparts<sup>2</sup>. There is some research to show that bisexual individuals also make less than their heterosexual counterparts<sup>3</sup>.

The disparity is still found even as it is increasingly necessary for a postsecondary degree in some female-dominated professions like child care.

## WHAT CAN I DO?

1. Often times, salary is based on salary history, so poor salary negotiations can translate to losses of thousands of dollars over a lifetime. Practice negotiating salary requirements, teach salary negotiations, and support organizations and policies that don't require salary history for employment.
2. Make salaries transparent. Keeping salaries secret does not benefit employees. Make parity adjustments on your teams to ensure comparable salaries.
3. Make sure your teams are diverse! Include women, LGBTQ people, people of color, people with disabilities in decision making processes.
4. If you are in a position to make decisions about salaries, consider attaching salary to positions, not previous job salaries.
5. Encourage people to apply for the jobs they want! Offer to write letters of recommendations, or serve as references if you can!

### Sources:

1. <http://ftp.iza.org/dp9656.pdf>
2. <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Impact-of-Wage-Equality-on-Sexual-Orientation-Poverty-Gaps-June-2015.pdf>
3. <http://journals.sagepub.com/doi/abs/10.1177/0003122416674025>