The Pay Gap Widens with Time.

Ten Years from graduating, Women make 12% less than men, even after accounting for (2012 data):

- College major
- Occupation
- Economic sector
- Hours worked
- Marital status
- GPA
- Type of UG institution
- Institution selectivity
- Age
- Geographical region
- Months unemployed since graduation

What can we do about the Gender Pay Gap?

- Support the Paycheck Fairness Act
  en.wikipedia.org/wiki/Paycheck_Fairness_Act
- Support better State laws preventing pay discrimination (Best laws are in: IL, MN, ND, TN, VT)
- Advocate for your colleagues, employees
- Spread the word—Support Equal Pay Day Events in April each year
- Negotiate for what you deserve!

The Gender Pay Gap: What’s the Story?

Women earn less, on average, than do men. This difference, the gender wage gap, is 20% (2017), on average, across all workers. The gap is even larger for women of color. The problem is present even just one year from graduation.

A Tuesday early in April is Equal Pay Day, a day that symbolizes the extra days women work, on average, to catch up to what the average man earned the previous year. Red is worn on this day as a symbol of how far women and minorities are “in the red.” Join us in raising awareness of this persistent problem.

References:

www.aauw.org/resource/graduating-to-a-pay-gap/

www.aauw.org/files/2013/02/Behind-the-Pay-Gap.pdf
Is 7% pay gap a big deal? We can do the math.
Man: $100,000
Woman: $93,000

- Assume both parties receive: 2.5% raise yearly
- Man saves the “pay gap” money
- He earns 5% interest

After 25 years, he’s more than $400,000 ahead!

As Women Take Over a Male-Dominated Field, the Pay Drops
“Women’s median annual earnings stubbornly remain about 20 percent below men’s. Why is progress stalling?”
“[One]…study shows, when women enter fields in greater numbers, pay declines — for the very same jobs that more men were doing before.”

STEM Women Experience Large Pay Gaps.

Average Annual Earnings 1 Year After College Graduation

![Bar chart showing pay gaps in various fields.](chart.png)

Reference: AAUW, *Graduating to a Pay Gap, 2012*