



## **The 12 Days to Pay Day**

In preparation for Equal Pay Day on April 12, 2011, AAUW San Diego Branch has reached out to our members and the San Diego community to share information and statistics which shed light on current circumstances of America's working women in relation to pay equity. Relevant, reliable data were distributed in **The 12 Days to Pay Day** format, which concludes today with Days 10, 11 and 12 at the end of this report.

To refresh and reinforce your commitment to women attaining equal pay in every field of endeavor to which mind, body and spirit are put to work AAUW San Diego Branch dedicates **The 12 Days to Pay Day**.

The National Committee on Pay Equity reports that the wage gap between women and men remains static. U.S. Census Bureau statistics released in September 2010 reveal that women earn 77 percent of what men earn, based on the median earnings of full time, year-round workers in 2009. *That's if we're lucky!* Median earnings for women of color are even lower with African-American women at 67.9% and Latina women earning 57.7%. These statistics indicate that women still have work to do in obtaining pay parity.

Check your email, facebook page, twitter account, or just be on the lookout, as AAUW San Diego Branch shares **The 12 Days to Pay Day**! We hope this pay equity news feed compilation will lead to local dialogue on what we can do to close the wage gap. (Each day's content references "AAUW San Diego Branch" in the event social media or online journalists wish to copy and paste a complete section.)

On the **1<sup>st</sup> Day to Equal Pay Day** AAUW San Diego Branch introduces you to resources that have verifiable, easy-to-interpret data on pay equity. Please review the sources listed below and share your thoughts with us via contact information described at the end of this article.

National Committee on Pay Equity, [www.pay-equity.org](http://www.pay-equity.org)

Census Report issued by the Census Bureau for Women's History Month  
[http://www.census.gov/newsroom/releases/pdf/cb11ff-04\\_women.pdf](http://www.census.gov/newsroom/releases/pdf/cb11ff-04_women.pdf)

White House Report, Women in America: Indicators of Social and Economic Well-Being:  
[http://www.whitehouse.gov/sites/default/files/rss\\_viewer/Women\\_in\\_America.pdf](http://www.whitehouse.gov/sites/default/files/rss_viewer/Women_in_America.pdf)

On the **2<sup>nd</sup> Day to Equal Pay Day** AAUW San Diego Branch provides information on the educational status of women. The 2009 Bureau of Labor Statistics report on Women at Work states that 23.4 percent of women at the age of 23 earned a bachelor's degree or higher compared to 14.3% of men at the age of 23. Women in their twenties were more likely to have completed high school and attended college and less likely than men of the same age to leave college between school years. In March of 2011, The Wall Street Journal referenced the White House Report on Women in America by stating that women are gaining ground economically and educationally but "still lag in pay and are more likely to live in poverty." For more information on these statistics, please visit the link: <http://www.bls.gov/spotlight/2011/women/>.

On the **3<sup>rd</sup> Day to Equal Pay Day** AAUW San Diego Branch refers you to the New York Times Economix blog comment that in July of 2010, women under the age of 35 who work full-time earn 90% of what their male counterparts earn, but women over 35 earn only 75% as men of comparable age to women over 35. Some of the explanations for these numbers include women entering the workforce during former years of culturally acceptable pay inequity.

Protections may exist for these women today. However, since they started off at a lower salary, percentage-based salary increases disallow their catching up. AAUW San Diego actively addresses male-female starting salary disparities by facilitating AAUW - \$tart \$mart student salary negotiation workshops on San Diego County college campuses. For more information on \$tart \$mart, go to <http://wageproject.org>. To read the Economix article, go to <http://economix.blogs.nytimes.com/2010/07/08/for-younger-women-a-smaller-wage-gap/>.

On the **4<sup>th</sup> Day to Equal Pay Day** AAUW San Diego Branch acknowledges AAUW national's 2011 resource workbook, Pay Equity and Workplace Opportunity: A Simple Matter of Fairness, which states that part of the explanation for the wage gap is occupational segregation. Women still are pigeonholed in "pink-collar" jobs which tend to depress their wages, according to AAUW research. The Simple Matter of Fairness guidebook references a 2003 AAUW Women at Work report which found that women remain

concentrated in traditionally female-dominated professions, such as health and education. You can access additional pay equity research at [www.aauw.org](http://www.aauw.org).

On the **5<sup>th</sup> Day to Equal Pay Day** AAUW San Diego Branch welcomes the White House Report, *Women in America: Indicators of Social and Economic Well-Being*. The report shares that women earn a majority of degrees overall. However, women earn less than half of all bachelor's degrees in mathematics and physical sciences, as well as in engineering and computer sciences. In engineering and computer sciences at the college level, women's share of degrees conferred in these fields is less than 20% and has declined slightly over the past decade.

To improve the chances of women earning engineering and computer science degrees AAUW San Diego Branch sponsors girls to attend the AAUW California Tech Trek program at The University of California, San Diego. Tech Trek is a math and science week-long summer camp designed to develop interest, excitement, and self-confidence in girls who will enter eighth grade in the fall. For more information on Tech Trek, go to <http://www.aauw-techtrek.org/index.html>

On the **6<sup>th</sup> Day to Equal Pay Day** AAUW San Diego Branch references the United States Department of Labor *Quick Stats on Women Workers, 2009*. The report documents that women account for 46.8 % of the total U.S. labor force. Of that percentage 74% of women work full-time, while 26% work on a part-time basis. The report includes the top 20 occupations for women in the workforce. Readers will recognize the prevalent occupations: registered nurse, secretary and administrative assistant, elementary and middle school teacher, cashier, and retail salesperson. For more information on these statistics and the *Top 20*, check out <http://www.dol.gov/wb/stats/mainhtm>.

On the **7<sup>th</sup> Day to Equal Pay Day** AAUW San Diego Branch takes a look at *Women and Leadership* reported in a recent AAUW letter to its members, released by the AAUW Leadership Programs Fund. *Women and Leadership* states that only 3 percent of CEO's in Fortune 500 companies are women and 18% of law partners are women, even though women make up 48% of law school graduates. This AAUW sponsored report indicates that only 21% of nonprofits with budgets over \$25 million have women CEO's, and none of the CEO's at the top 15 media corporations are women.

AAUW and NAPSA – Student Affairs Administrators in Higher Education work together each year to sponsor the **National Conference for College Women Student Leaders (NCCWSL)**, which brings college women together to discuss and address relevant leadership issues, preparing these students to be effective leaders on campus and in their community. For information on NCCWSL, visit <http://www.nccwsl.org/Pages/Home.aspx>.

On the **8<sup>th</sup> Day to Equal Pay** AAUW San Diego Branch suggests that every woman enroll in a basic financial literacy course so she can understand the language of money. Having introductory knowledge of profit and loss, balance sheet, budgeting principles, insurance protection and taxes on her earned income will provide confidence to any female when discussing or considering impact of the pay gap on her personal life. AAUW California, <http://www.aauw-ca.org>, provides resource links to a variety of financial literacy programs. By googling “financial literacy for women” the reader can discover a number of not-for-profit organizations dedicated to empowering women regarding pay equity and financial literacy.

On the **9<sup>th</sup> Day to Equal Pay Day** AAUW San Diego Branch acknowledges the Women's Institute for a Secure Retirement (WISER), the National Latina Organization, MANA, and the American Nurses Association on Equal Pay Day, April 12, 2011, for co-hosting a webcast sponsored by the US Department of Labor Employee Benefits Administration.

Entitled *Taking the Mystery Out of Retirement Planning - A Focus on Women & Retirement*, the webcast is designed for women who are about 10 to 15 years from retirement. The Women's Institute for a Secure Retirement, <http://www.wiserwomen.org>, prints a very useful quarterly newsletter for \$15 annual subscription which focuses on improving the long-term financial security of all women through education and advocacy.

On the **10<sup>th</sup> Day to Equal Pay Day**, AAUW San Diego Branch thanks AAUW's Legal Advocacy Fund for contributory funding in the case of *Dukes vs. Wal-Mart Stores, Inc.*, where plaintiff and Wal-Mart employee, Betty Dukes, alleged gender discrimination in pay, promotion policies, and practices in Wal-Mart stores. The case represents 1.6 million women, including women who work or previously worked for Wal-Mart stores since December of 1998.

For the past 30 years, AAUW's Legal Advocacy Fund has played a major role in the success of many gender discrimination cases. To see the full press release on AAUW's support behind the case, please visit the AAUW National site [http://www.aauw.org/media/pressreleases/LAFwalmart\\_012111.cfm](http://www.aauw.org/media/pressreleases/LAFwalmart_012111.cfm).

On the **11th Day to Equal Pay Day**, AAUW San Diego Branch says “It’s about time” to the April 11, 2011, The Wall Street Journal article, *A Blueprint for Change*, describing The Wall Street Journal’s convening of a Task Force on Women in the Economy where business and government leaders examined what is holding women back in the workplace. The conference focused on a data-driven approach and held work groups on finance, technology, science and health care, law, government, and media industries with the intent to come up with an action plan to reverse the stalling of women’s progress in the workplace.

Vikram Malhotra, chairman of the Americas for McKinsey & Co., who was commissioned by *The Journal* to conduct the research stated, “Middle-management women get promoted on performance. Many middle-management men get promoted on potential.” According to *A Blueprint for Change* one of the top recommendations from the meeting was “a proposal to encourage companies to break women out of traditional support positions like human resources and put them into jobs with bottom-line, profit-and-loss impact, considered essential preparation for the CEO spot.” For more information on the conference and the special report, go to <http://online.wsj.com/public/page/women-04112011.html>.

On the **12th Day to Equal Pay Day**, AAUW San Diego Branch thanks you for allowing us to share reports, statistics, and resources to help you understand gender inequities in the workplace and the very real and existing wage gap. Today, on Equal Pay Day, Senator Barbara Mikulski and Representative Rosa DeLauro plan to reintroduce the Paycheck Fairness Act, which is a much needed update to the Equal Pay Act of 1963. AAUW San Diego Branch applauds this legislation for addressing discrimination and eliminating loopholes that weakened the original Equal Pay Act. We encourage you to support the Paycheck Fairness Act.

AAUW’s Value Promise of *Breaking through Educational and Economic Barriers so All Women Have a Fair Chance* reinforces a woman’s right to Equal Pay. **Let us continue to be instrumental in advancing women and girls through education, philanthropy, research, and most importantly, ADVOCACY!**

For comment please contact AAUW San Diego at [publicpolicy@aauwsandiego.org](mailto:publicpolicy@aauwsandiego.org), facebook at AAUW San Diego, twitter @AAUWSD, or our blog at [www.aauwsandiego.org](http://www.aauwsandiego.org). Much appreciation goes to AAUW San Diego Branch Public Policy VP, Stormy Miller, for compiling The 12 Days to Pay Day.