



# S.T.A.H.L. NEWS

STUDENTS TALKING ABOUT HEALTHY LIFESTYLES... WORDS OF WHIZ-DOM

Brought to you by Women's Programs, The Center for Health and Well-Being

March 31st, 2014



If only women had a coupon like this...

**23% off**

All Goods and Services  
for Any Female Bearer

Valid for all purchases in the USA only.  
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...they wouldn't suffer from the wage gap.

**VALUE FAMILIES — Support Equal Pay**

Sponsored by the National Committee on Pay Equity • For more information on equal pay, visit [www.pay-equity.org](http://www.pay-equity.org)  
design: i-m navetta / PopGraphics@aol.com CURRENT LEGISLATION

## What is pay equity?

Pay equity is a means of **eliminating sex and race discrimination** in the wage-setting system. Many women and racial minorities are still segregated into a small number of jobs such as clerical positions, service workers, nurses, and teachers. These jobs have historically been **undervalued** and continue to be **underpaid**, to a large extent because of the gender and race of the people who hold them. Pay equity means that employers must set wages that are sex- and race-neutral.

(Source: [www.pay-equity.org/info-Q&A.html](http://www.pay-equity.org/info-Q&A.html))



Okay, that sounds great, but why are we talking about this in the first place? This is the new millennium— isn't everyone equal now?



Good question, Inquisitive Dog! If you look at the statistics, we still have a ways to go. Depending on a person's race or gender, they can earn **up to 41% less** than a white, cisgender (non-trans) man! People who are transgender or nonbinary (any gender identity or expression that does not fit within the gender binary of male and female) also can face discrimination that causes them to earn less or lose their jobs altogether. **Let's look at the facts:**

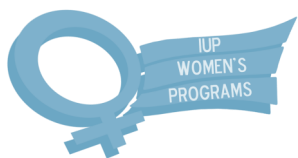
|                  | Women's earnings as a percentage of men's earnings within race/ethnicity | Women's earnings as a percentage of white men's earnings |
|------------------|--|--|
| Hispanic/Latina  | 88%  | 59%  |
| African American | 90%  | 68%  |
| White            | 81%  | 81%  |
| Asian American   | 73%  | 88%  |

(Source: <http://www.aauw.org/files/2013/02/The-Simple-Truth-2013.pdf>)

Even though there isn't very much data concerning the salaries of transgender and nonbinary identified people, they do face workplace discrimination that can reduce their chances of getting a raise or a promotion. Studies regarding transgender people show that anywhere from about 50% to 70% face discrimination in the workplace, and 90% of nonbinary participants in the 2008 National Transgender Discrimination Survey faced discrimination in the workplace.

**People who earn less usually have less access to healthcare, too, so this can majorly impact the well-being of these people! If you want to help change this, you can:**

- ◆ **Wear red on Pay Equity Day**, Tuesday, April 8th, 2014! Red symbolizes how women and minorities are "in the red" with their pay. ([www.pay-equity.org](http://www.pay-equity.org))
- ◆ **Participate in the \$tart \$mart workshop** on Tuesday, April 8, 2014. Learn how to negotiate for fair pay. Email [womens-programs@iup.edu](mailto:womens-programs@iup.edu) to register for this event.
- ◆ **Contact your House Representative and Senators** to tell them how important fair pay is and encourage them to co-sponsor legislation that would help to achieve fair pay.
- ◆ **If you identify as trans or nonbinary**, you can go to The Association of Transgender Professionals (<http://www.transgenderprofessionals.org/>), which supports transgender individuals in the workforce.



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Sources: <http://www.pay-equity.org>, <http://williamsinstitute.law.ucla.edu>