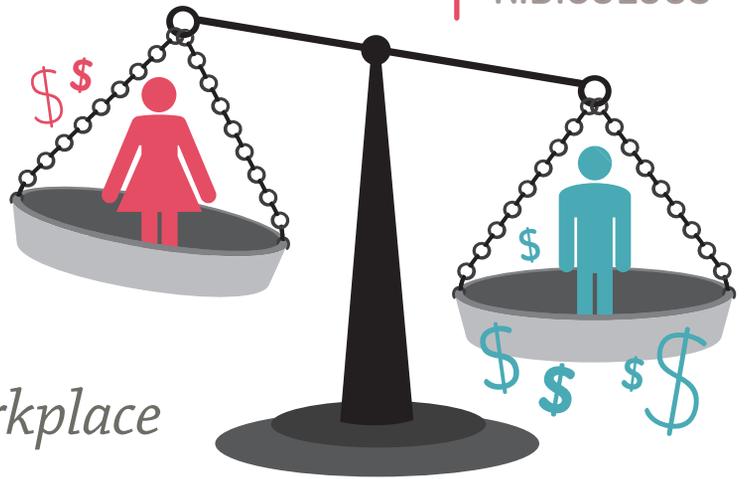


Missy Lacock

THE NUMBERS DON'T ADD UP

gender pay gap in the workplace



WHEN BOYHOOD ACTRESS PATRICIA ARQUETTE – worth \$24 million – accepted her 2015 Oscar with a battle cry for “wage equality” for women, some of us might have booed, “Cry me a river, Lady Moneybags.”

e·gal·i·tar·i·an adj:

of or believing in the principle that all people are equal and deserve equal rights and opportunities.

But no matter how many greenbacks female Hollywood stars are raking in, she’s right – they don’t bring home as much as their male costars.

According to a report by the Bureau of Labor Statistics (BLS) calculating weekly earnings, women in arts, entertainment, sports, and media occupations earned only 85% as much as men in the same positions in 2014. The average pay gap in all sectors is even wider.

JUST THE FACTS

Although females make up nearly half of the American workforce, a woman only earns 82.5 cents for each dollar a man earns, according to the BLS.

What do those missing pennies look like? By age 65, the average woman will have lost \$431,000, according to U.S. Census Bureau data calculated by the White House. That’s approaching half a million clams, people (enough to pay for a house). That means less money for a family’s needs, education, investments, or retirement.

YOU'RE WORTH IT

So what’s a gal to do? As a young adult, be aware that this is the work landscape you’re entering (sorry). Know how to protect yourself.

The U.S. Department of Labor recommends three steps women can take to receive a fair wage:

- **Know your worth.** Do your research, be aware of company and industry pay trends, and negotiate for the salary and benefits you deserve.
- **Understand your rights.** Title VII of the Civil Rights Act of 1964, Executive Order 11246, and the Equal Pay Act of 1963 are laws designed to eliminate pay discrimination. Learn what they require and how they apply to you.

- **Take action.** If you’re concerned your employers aren’t paying you fairly, don’t eat your losses quietly; keep records and obtain legal assistance.

Also check out equal pay apps like Aequitas and Gender Gap App, which provide wage data, negotiating tools, and legislation info.

THE BIG DEAL

It’s easy to ask how we’re still talking about this issue in 2015, but discrimination sticks – like any historical prejudice. It was only 180 years ago that American women couldn’t own property and barely 50 years ago that President Kennedy signed the Equal Pay Act of 1963, when women earned an average of 60% as much as men and were largely considered house cats.

As long as it exists, the biggest problem with the gender pay gap will be how it creates a second class of citizen (women), regardless of race, ethnicity, or religion.

And let’s face it: Pay discrimination is also just poor economics. If more people compete for the same jobs at the same wage, businesses can attract the best candidates and employees will work harder to advance in the workplace.

It turns out institutionalized sexism is bad for everyone. 💰

THE NUMBERS DON'T LIE

NOT CONVINCED THE GENDER PAY GAP EXISTS? VISIT BLS.GOV AND CHECK OUT THE REPORT FOR YOURSELF: *2014 LABOR FORCE STATISTICS FROM THE CURRENT POPULATION SURVEY*. WHILE EVERY – AND WE MEAN EVERY – OCCUPATION SHORTCHANGES WOMEN, HERE ARE JUST A FEW:

OCCUPATION	Median Weekly Earnings	
	MEN	WOMEN
Lawyer	\$1,915	\$1,590
Mail carrier	\$1,025	\$851
Waiter & waitress	\$501	\$415
Web developer	\$1,245	\$988

SOURCES: celebritynetworth.com, ucsb.edu, theguardian.com, whitehouse.gov, cnn.com, huffingtonpost.com, dol.gov, bls.gov