



AAUW Jane Addams Program:

Pay Equity & Workplace Fairness -

How Are We Doing?

Moderator:
Christine Kuffel

- Associate Professor, Library Services at Harper Community College
- Associate of Arts - Triton College
- Bachelor of Arts - Roosevelt University
- Master of Library and Information Science - Dominican University



Pay Equity Overview

Overall pay gap is 84%. However, the gender pay gap varies by racial groups, single women or moms, and by job categories. During 2020-2021, women did not make any gains in pay equity.

AT THIS RATE, YOUR



GREAT, GREAT, GREAT,
GRANDDAUGHTERS

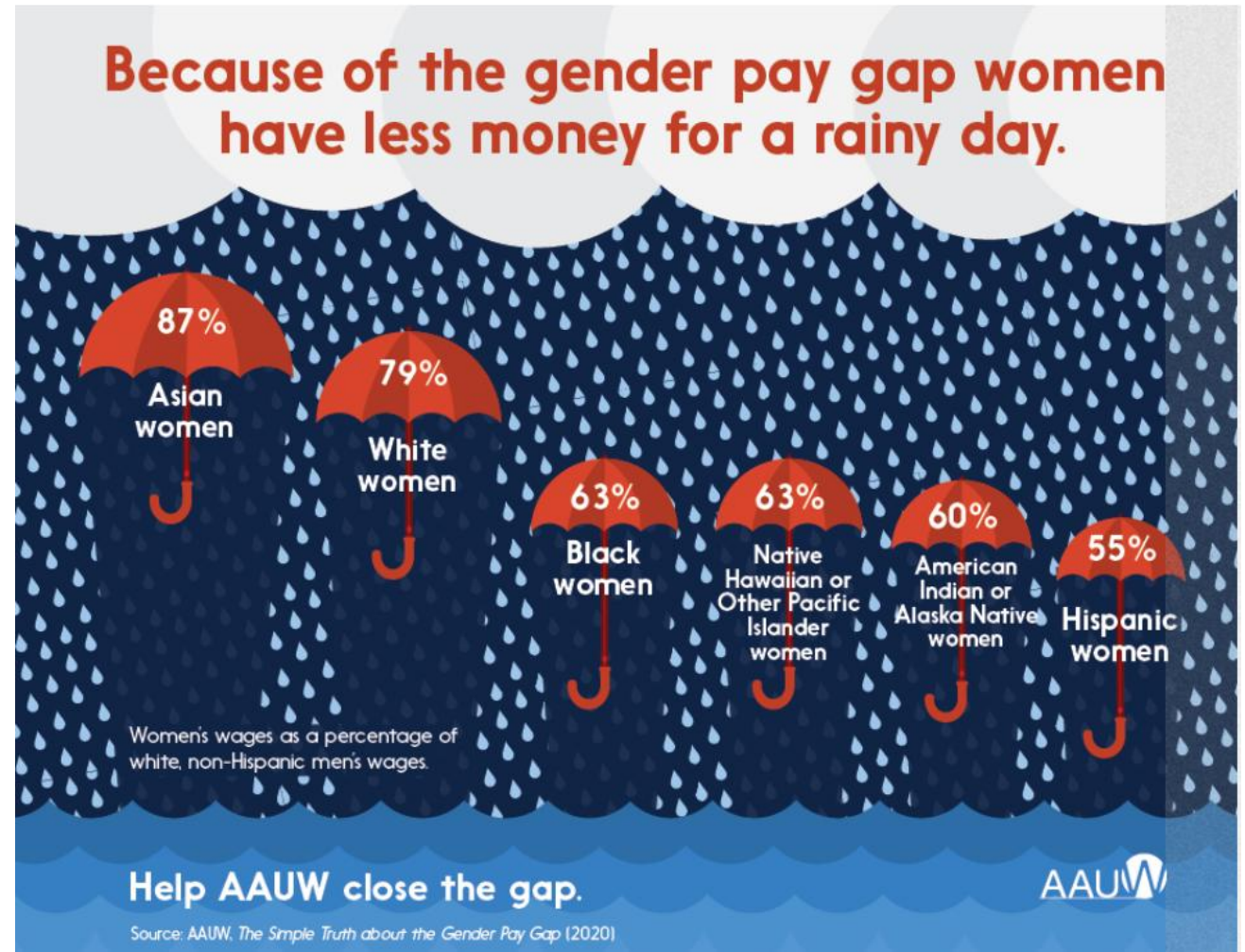
MIGHT HAVE FAIR PAY.

Progress is slowing down in the fight for fair pay.
Learn more at FightForFairPay.org AAUW



Pay Equity Overview

Less money for a rainy day or unexpected expense =
unexpected debt =
less economic security



AAUW The Simple Truth, 2020

Equal Payday - March 14, 2023 for full time employed women

Latinas Equal Payday - Oct. 5, 2023 (54 cents/dollar)

Women average .84/dollar
earned by men



WAGES LOST OVER A 40-YEAR CAREER AS A RESULT OF THE PAY GAP

(for full-time, year-round workers)



*Many racial and/or ethnic subgroups of Asian American women experience significantly wider wage gaps.

womenemployed.org | Source: NWLC

Panelist:
Lizzy (LEE-see) Diaz-Ortiz

- VP, Senior Manager, Latinx Segment at BMO and formerly VP, Governance & Inclusion for BMO;
- 19-year veteran of corporate America;
- Chicago-based attorney leading diversity, equity, and inclusion programs to create a culture of belonging;
- Subject matter expert on affirmative action, equal employment opportunity, and federal civil rights laws.



Panelist:
Toni L. Dupree

- Retired military member of the US Navy with 21 years of Honorable service.
- Employed at the National Geospatial-Intelligence Agency as Security Specialist in St Louis, MO.
- Regional manager of Federally Employed Women.
- She has been a federal employee and a federal contractor.



Panelist:
Corinne Kodama

- Senior Research Analyst, Women Employed.
- Visiting Research Assistant Professor in the Global Asian Studies Program at the University of Illinois at Chicago
- Expertise in gender and racial equity, higher education administration, Asian American issues, and civic engagement.



Pay Equity Panelists



Women Employed's mission is to improve the economic status of women and remove barriers to economic equity.

Our bold social goal is to close the wealth gap at the intersection of race and gender.

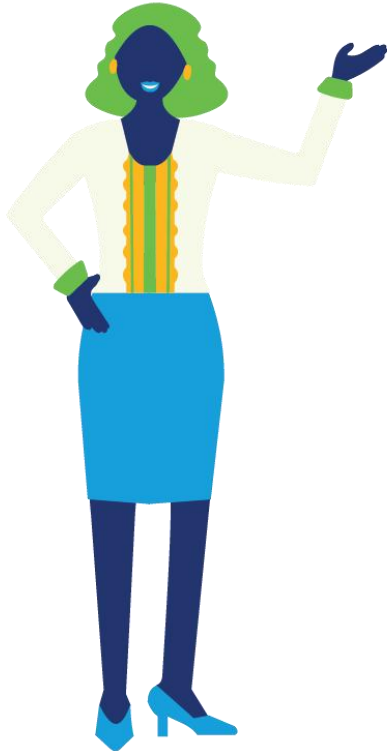
WE pursue equity for all.

Illinois No Salary History Resources:

- On September 29th, 2019, Illinois' new No Salary History Law went into effect, barring employers from seeking information about the past wages of job applicants during the hiring process.
- **Women Employed's [No Salary History Toolkit](#)**
 - Resources for employers
 - Tips for job seekers
 - Ways to be an advocate for gender equity
 - Sample social media and email language
- **[What can you do if you're asked for your salary history?](#)**



Legislation to Close the Wage Gap



Salary History Bans

- Salary history bans prohibit screening job applicants based on their current or prior wages, including benefits or other compensation, and from requesting or requiring applicants to disclose salary history

Protecting Pay Discussion

- Protecting employees right to discuss their pay and prohibiting retaliation

Similar Work

- Standards that consider similar work and skill provide the opportunity for a fairer basis of comparison than “equal pay for equal work”

Closing Loopholes

- Closing loopholes because defenses have been interpreted broadly by courts, making almost any exception justifiable

Relief for Victims

- Increasing punitive and compensatory relief provides incentive for compliance, as well as provide sufficient remedy for victims

Pay Data

- Collecting and reporting pay data provides opportunity to address any gaps, and it helps enforcement agencies understand and target disparities in pay

Legislative Priorities to Address Workplace Inequities in Illinois

- Statewide Paid Time Off: signed on 3/13/23
 - Paid Family & Medical Leave in negotiation for this year's state legislative session
 - Full and Fair Wage for Tipped Workers
 - Salary Transparency
-
- Note that city, county, and state laws are NOT the same so advocacy required on all fronts



WHAT YOU NEED TO KNOW: PAID LEAVE FOR ALL WORKERS ACT VS. FAMILY & MEDICAL LEAVE INSURANCE ACT

PAID LEAVE (SHORT-TERM CARE)

FAMILY MEDICAL LEAVE (LONG-TERM CARE)



Can be taken in hourly or daily increments



Care for yourself or a loved one when ill for 5 days or less



Seek preventative care (e.g. well-child visits, annual physicals)



Recover from short-term illnesses like cold or flu



Pick up sick child from school



Can be taken in weeks or months



Care for yourself or a loved one when ill for more than 5 days



Enter treatment facilities to address mental health concerns



Manage serious illnesses (e.g. cancer, heart disease)



Recover from surgery



Bond with a new child



AAUW IL/Women Employed Advocacy

Time to Care Coalition: Paid Family and Medical Leave

<https://www.iltimetocare.org/resources>

Law in CA, CO, CT, DC, MA, NJ, NY, RI, OR, & WA.

WATCH FOR UPDATES:

AAUW Public Policy Chairs should be monitoring this for progress.



You
Deserve
Fair Pay.
Know Your
Rights in
Illinois.



equalpayillinois.org

You can find downloadable
equal pay tip sheets in 8
languages as well as
Frequently Asked Questions
and more information about
state and federal rights and
resources!



STAY INFORMED & GET INVOLVED



- [Womenemployed.org/act](https://www.womenemployed.org/act)



- Facebook.com/WomenEmployed



- Instagram.com/womenemployed



- [@WomenEmployed](https://Twitter.com/WomenEmployed)



- Linkedin.com/company/women-employed

For more information: visit www.womenemployed.org

**Knowledge is
Power - get it
and share it!**



Questions?



Resources:

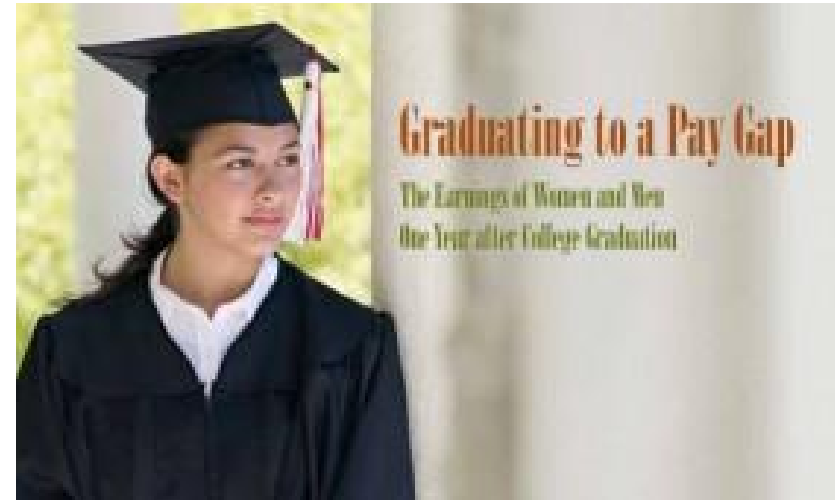


Start Smart - Work Smart free online courses

<https://www.aauw.org/resources/programs/salary/>

Resources:

Even when controlling for factors known to affect earnings, such as education and training, marital status, and hours worked, research finds that college-educated women still earn 7% less than men just one year out of college.



<https://www.aauw.org/resources/programs/money-smart/>



What Needs to be Done



- ❑ **Make existing pay equity laws stronger:**

Congress should pass laws like the Paycheck Fairness Act

- ❑ **Raise the minimum wage and eliminate the tipped minimum wage:**

- ❑ **Improve paid leave and child care support:** Time to Care coalition

- ❑ **Make existing pay equity laws stronger:**

- ❑ **Institute robust protections against sexual, racial and other forms of harassment:**

<https://www.aauw.org/resources/research/simple-truth/>

AAUW Two Minute Activist



Take Action!

<https://secure.everyaction.com/t79k4XW2qE6zElzj0xllKA2>

Send emails and texts to your legislators to fight for equal pay, family leave, stopping sexual harassment, equality in education and more. Sign up to get regular alerts to be able to take timely action.

SIGN UP



Thank You!

