

Passing the Pay Equity Act in Toledo, Ohio

Presentation by the American Association of University Women, Toledo branch, and Women of Toledo.

The American Association of University Women and Women of Toledo Support the Pay Equity Act



AAUW serves to advance equity for women and girls through advocacy, education, philanthropy, and research

WOT's mission is to advocate for diversity, inclusion, and women's economic empowerment

The Gender Pay Gap Is Real

80¢

The average amount
women* make for every
dollar men make

**White women. This gap worsens with
intersectional discrimination.*

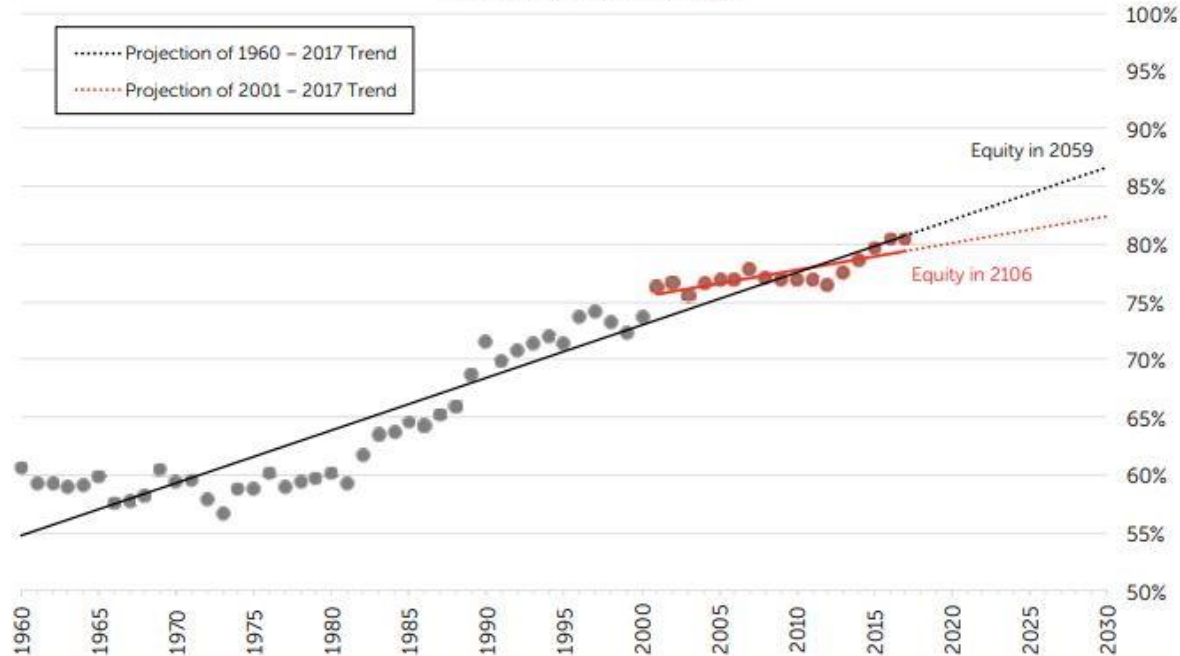
Intersectional women are affected more by the pay gap

Women are paid less than their male counterparts not only because of their gender



Historic Pay Gap Trends

FIGURE 1: Women's Median Annual Earnings as a Percentage of Men's for Full-time, Year-round Workers
1960-2017 and Projections

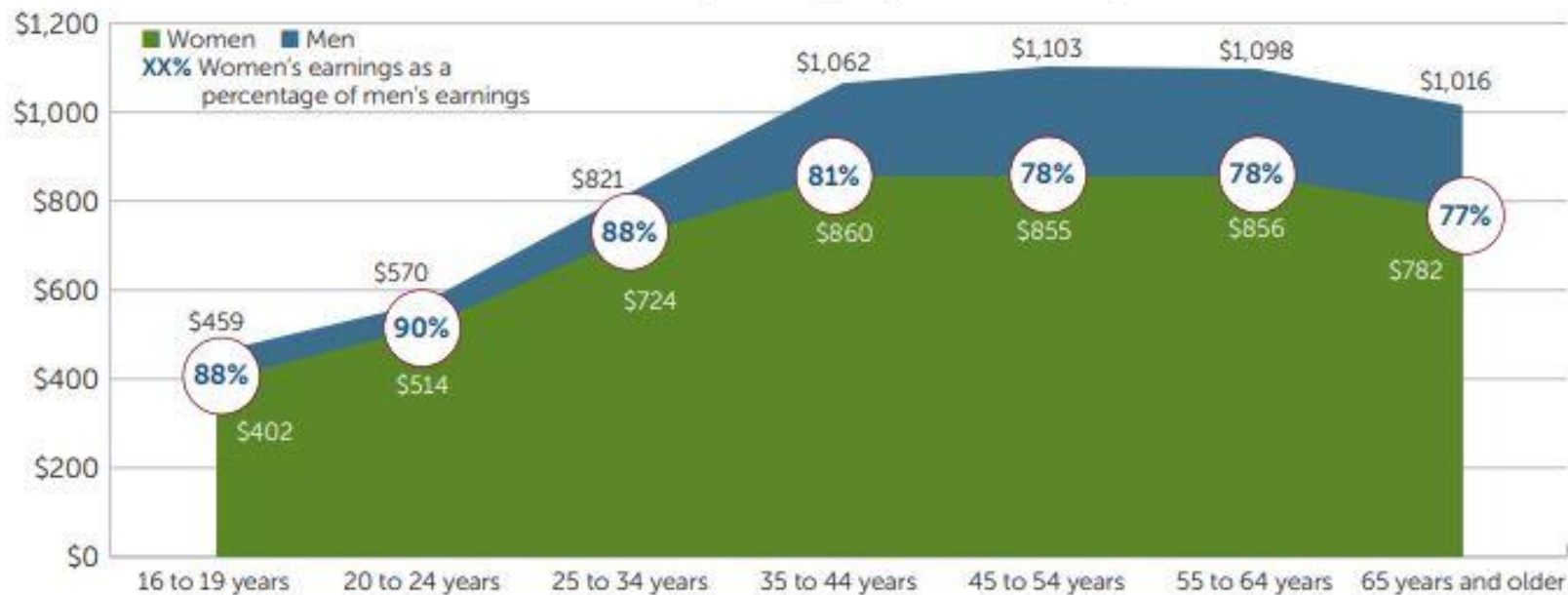


Source: AAUW analysis of Fontenot (2018)

2106

The year women will be paid equally
for equal work if national trends continue

The Earnings Gap Increases with Age



Note: Based on median usual weekly earnings of full-time wage and salary workers, 2017 annual averages

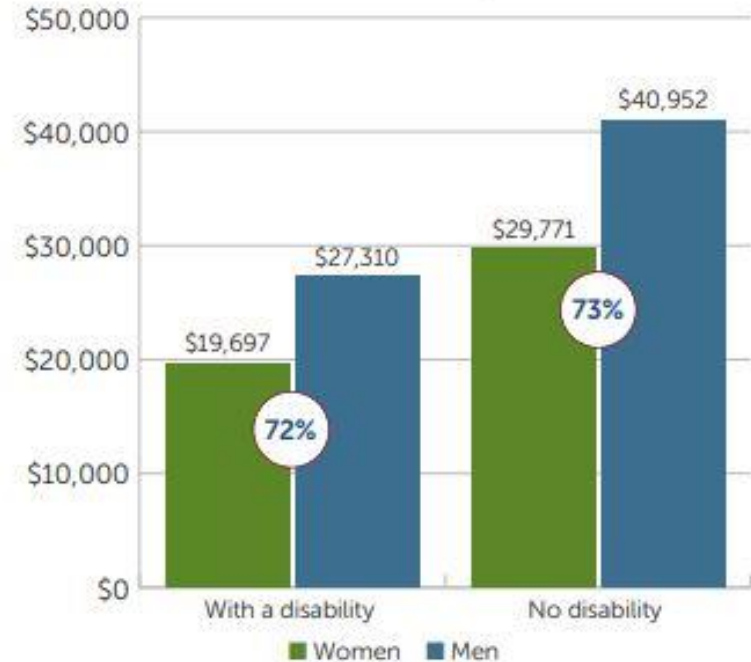
Source: U.S. Bureau of Labor Statistics (2018c)

Intersectional Impact on Pay Gap

Women with a disability earn 72 cents on the dollar of men with a disability

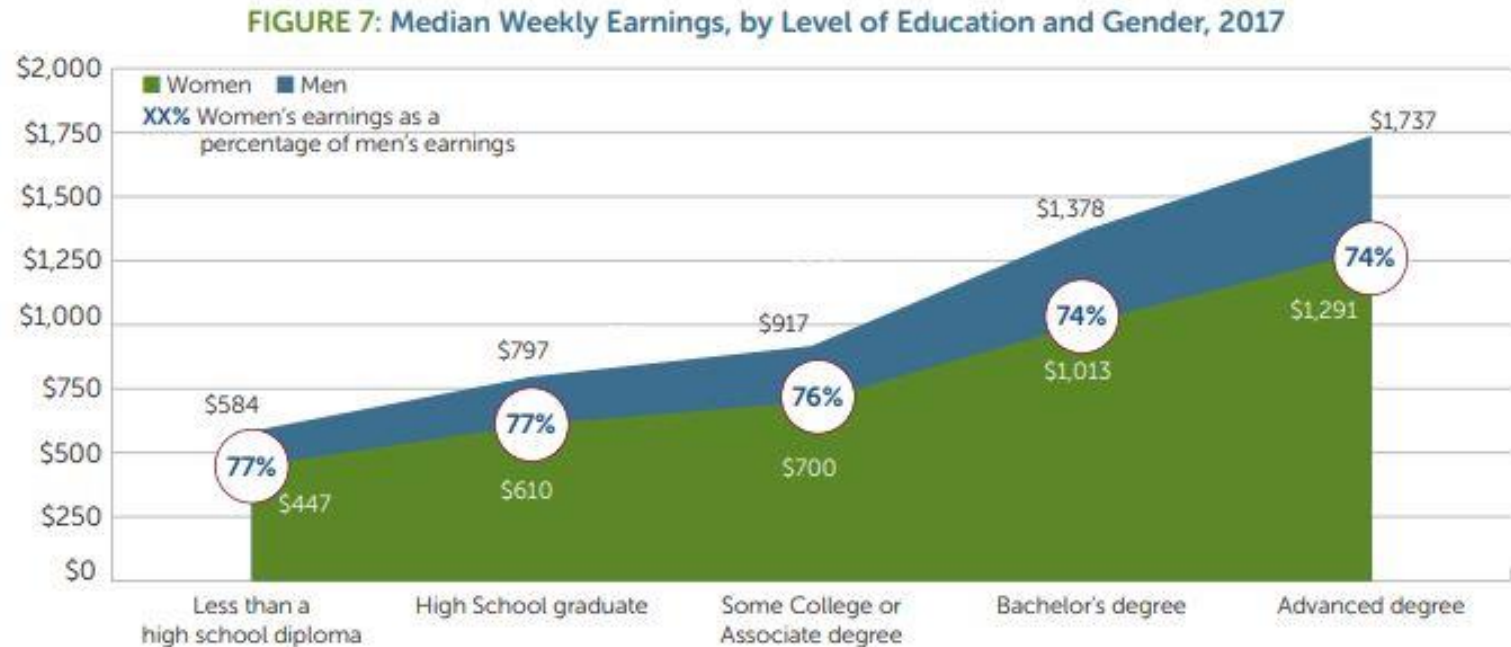
Women with a disability earn just **48 cents on the dollar** compared to men without a disability

FIGURE 6: Median Annual Earnings by Disability Status and Gender, 2017



Source: U.S. Census Bureau (2018a)

More Education, Bigger Gap



Note: Based on median usual weekly earnings of full-time wage and salary workers, ages 25 and older, 2017 annual averages.
Source: U.S. Bureau of Labor Statistics (2018b)

Occupations and Pay Ratio

FIGURE 10: Women Employed, Earnings, Pay Ratio, and Total Occupation Gap, Largest Occupations for Women, 2017

	Women Employed	Men's Median Earnings	Women's Median Earnings	Gender Pay Ratio	Occupation Gap
Registered nurses	2,092,489	\$71,590	\$65,612	92%	\$12,509,000,000
Secretaries and administrative assistants	2,060,289	\$42,566	\$38,470	90%	\$8,439,000,000
Elementary and middle school teachers	1,933,074	\$55,197	\$50,766	92%	\$8,565,000,000
Customer service representatives	1,196,513	\$37,623	\$32,893	87%	\$5,660,000,000
First-line supervisors of retail sales workers	1,177,835	\$47,774	\$35,217	74%	\$14,790,000,000
Nursing, psychiatric, and home health aides	1,071,789	\$30,125	\$26,816	89%	\$3,547,000,000
Accountants and auditors	1,014,827	\$77,320	\$60,280	78%	\$17,293,000,000
Office clerks, general	734,622	\$39,160	\$35,226	90%	\$2,890,000,000
First-line supervisors of office and administrative support workers	729,985	\$57,466	\$46,555	81%	\$7,965,000,000
Bookkeeping, accounting, and auditing clerks	723,342	\$45,254	\$39,939	88%	\$3,845,000,000

Source: U.S. Census Bureau (2018a)

Why does this matter?



- Women have less buying power
- Women take longer to pay down student loans
- Women are less able to save for rainy days or emergencies
- Women receive less income from Social Security, pensions, and other sources when they retire
- Disability and life insurance are also smaller because these usually are based on earnings
- Women live below the poverty level at higher rates than men

5¢

The amount
the pay gap
has closed by
since 2000



AAUW and WOT support the Pay Equity Act

Women deserve equal pay for equal work.

We urge you to bring the ordinance up for vote soon and vote in favor of it.