



2024 NY Mom's Equal Pay Day Toolkit

August 7th, 2024

Join PowHer New York for 2024 Mom's Equal Pay Day!

Please feel free to publicize and share all the information in this toolkit using <https://bit.ly/MomsEPD24>. If you have any questions contact info@powherny.org.

MOM'S EQUAL PAY DAY ONLINE RALLY

August 7th - 2:00pm - #EqualPayNY

PowHer®NY will be posting and sharing quotes from NY leaders on August 7th during the national #MomsEqualPayDay social media storm. Please also use #EqualPayNY to highlight NY's efforts. .

OVERVIEW

Over the last years, because of the actions of our leaders, New York has taken concrete actions to close the pay gap with stronger laws and worker protections.

Yet, in New York, mothers who work full-time, year-round, make [78 cents](#) for every dollar a father makes. This pay gap is even wider for BIPOC mothers.

On top of this, only [64% of mothers](#) work full time compared to 83% of fathers in New York. Many mothers must do part-time work in order to take on the responsibility of unpaid care work for children at home. And part-time work often comes with even lower wages and no benefits, furthering the economic inequity between mothers and fathers. **When including part-time workers, New York mothers only make [\\$0.65](#) for every dollar a father makes.**

It's time for economic equity for mothers in New York! We need:

Salary transparency. Requiring businesses to be transparent about the wages they pay employees helps marginalized workers negotiate for better pay and exposes pay inequities. New York City is leading efforts for improving pay transparency by introducing [Int 808](#) and [Int 0982](#).

Accessible and affordable child care. [Data from New York](#) shows that the more costly child care is, and the fewer child care slots available in a county, the less likely women are to participate in the labor force. To expand child care access in New York, we need to address the workforce

shortage with [better wages for child care workers](#), and to call on Gov. Hochul to [sign three child care bills](#) expanding eligibility for child care assistance.

Paid family and medical leave. New York's Paid Family Leave (PFL) program is absolutely essential for mothers who often take on the responsibility of caring for their sick children. Yet, New York still [lacks sufficient job protected paid medical leave](#), meaning mothers dealing with pregnancy health issues risk their income when they take time off.

We ask you to speak out about this persistent, systemic wage inequality! See updates, stats, sample posts, and ways to support below.

Thank you for keeping pay equity a central issue in 2024 and beyond!

Sample Posts & Messaging

Post on Facebook, Instagram and X using [#EqualPayNY](#) [#MomsEqualPayDay](#)



> [Download Graphics](#)

- In New York, full-time working mothers earn 78¢ to every \$1 working fathers earn [#EqualPayNY](#) [#MomsEqualPayDay](#)
- Many mothers work part-time while taking on unpaid care work at home. When including **full-time and part-time** workers, in New York working moms earn only 65¢ to every \$1 a working dad earns. [#EqualPayNY](#) [#MomsEqualPayDay](#) [@PowHerNY](#)
- There is no [#EqualPayNY](#) without [#MomsEqualPay](#). We need stronger laws and substantial investment in:
 - ✓ Expanding Pay Transparency Laws
 - ✓ Making child care accessible to all
 - ✓ Fair Pay for Care workers
 - ✓ Expanding Paid leave

Salary transparency law

- NY's new Salary Range Law boosts #FairPay for women & marginalized groups. This #MomsEqualPayDay, let's make it stronger—end overbroad ranges, ensure current employees can access pay range info, & demand all forms of compensation be disclosed. #EqualPayNY
- For #MomsEqualPayDay, we NEED transparency in job postings. It's time to strengthen NYC's pay transparency laws with Int 808 amendments. NYC can lead in our state and our country! #EqualPayNY
- In New York, working moms earn only 65¢ to every \$1 a working father earns. We MUST improve our pay transparency laws to close this unjust wage gap! #MomsEqualPayDay #EqualPayNY

Care Economy and Care workers

- NY data shows that costly & inaccessible child care decreases moms' participation in the workforce! For #MomsEqualPayDay, tell Gov Hochul to sign these three child care bills https://actionnetwork.org/letters/tell-governor-hochul-sign-the-child-care-bills?source=direct_link
- [Insert Handle to Your Rep/Candidate]: As an elected representative in New York, how will you address prohibitive child care costs that often push mothers out of the workforce and into unpaid care labor? #MomsEqualPayDay #EqualPayNY
- [Insert Handle to Your Rep]: Want to take REAL action for #MomsEqualPayDay? Commit to increased investment in universal child care and comprehensive paid medical leave! #EqualPayNY @PowHerNY
- It is time to address a root cause of the #wagegap: Moms' unpaid labor! We must commit to expanding child care access so all women, including mothers, can pursue a career. #MomsEqualPayDay #EqualPayNY #childcare @PowHerNY
- @GovKathyHochul, with your leadership on #MomsEqualPayDay, New York can address the deeply rooted causes of wage inequality. NY must improve child care access by addressing the insufficient pay of care workers! #EqualPayNY

Paid Leave

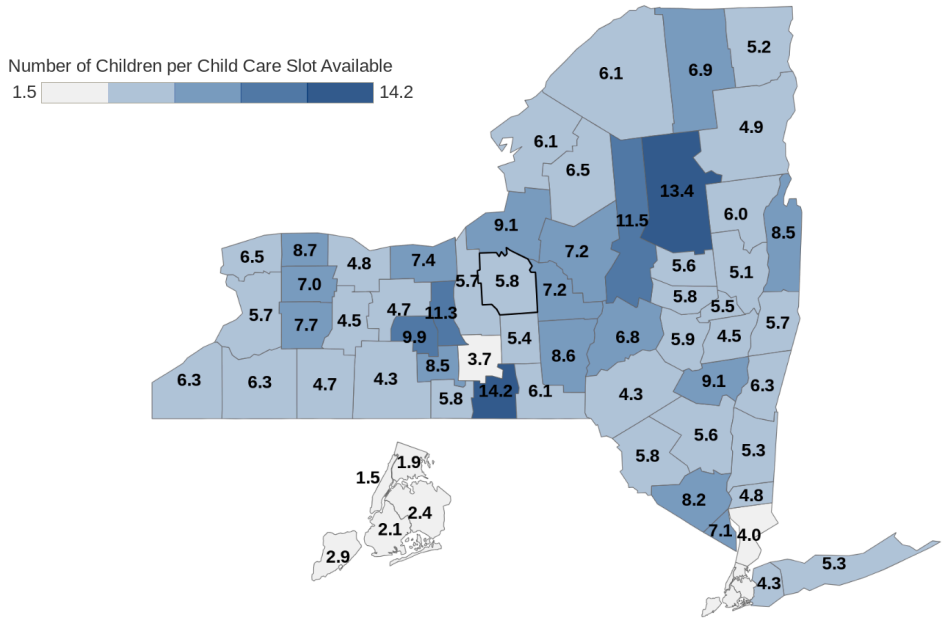
- NY's Temporary Disability Insurance Program is crucial for working mothers, especially when they need pregnancy-related health leave. Representatives: commit to improving TDI with progressive wage replacement, job protections, & removing the \$170 cap! #PaidLeave #MomsEqualPayDay
- #PayEquity means job-protected #PaidLeave for pregnant workers & workers recovering from childbirth or pregnancy loss. On #MomsEqualPayDay, we call to improve NY Temporary Disability Insurance with progressive wage replacement, job protections, & removing the \$170 cap

IMPORTANT STATISTICS & DATA

	Full-time workers	All workers: Part-time + full-time
New York Overall what mothers make for every dollar fathers make	\$0.78	\$0.65
New York White non-Hispanic Mothers what white non-Hispanic mothers make for every dollar white non-Hispanic fathers make	\$0.77	\$0.63
New York AAPI Mothers what AAPI mothers make for every dollar white non-Hispanic fathers make	\$0.76	\$0.54
New York Black Mothers what Black mothers make for every dollar white non-Hispanic fathers make	\$0.56	\$0.48
New York Latina Mothers what Latina mothers make for every dollar white non-Hispanic fathers make	\$0.49	\$0.36
New York Native American Mothers what Native mothers make for every dollar white non-Hispanic fathers make	\$0.46	\$0.33
<p><i>State wage gaps calculated by National Women's Law Center (NWLC) are based on 2017-2021 American Community Survey data. https://nwlc.org/wp-content/uploads/2021/04/Motherhood-Wage-Gap-Overall-Table.pdf</i></p>		

[Children per Child Care Slot Available in New York](#)

There are 3.2 children under 13 years old for every child care slot available in New York State.



Sources: 2022 ACS 5-Year Estimates: B09001 Population Under 18 by Age Group, Child Care Capacity by Age Group, NYS Office of Children and Family Services and New York City Department of Health and Mental Hygiene.

Resources:

- [Mothers Equal Pay Fact Sheet - IWPR](#)
- [New York Child Care Policy Priorities - ESCCC](#)
- [Child Care in New York State \(NYS DOL 2023\)](#)
- [New Yorkers share why we need a strengthened paid family + medical leave program - A Better Balance](#)
- [The New York State Department of Labor Highlights Resources Available for Mothers](#)

POWHERNY MOM’S EQUAL PAY DAY MESSAGING

This year, PowHer®NY is focusing on:

- **Strengthening NY’s Salary Transparency laws** to prevent employers from skirting the law with overly broad salary ranges, to require postings include other forms of compensation, and to require employers provide salary range information to current employees. New York City is leading efforts for improving pay transparency by introducing [Int 808](#) and [Int 0982](#).
[Memo of SUPPORT for BILL TO AMEND SALARY RANGE LAW 4_2024](#)
- **Promoting the New York Equal Rights Amendment** to enshrine women’s rights and protections against gender & racial discrimination our constitution.

- **Accessible and affordable child care.** [Data from New York](#) shows that the more costly child care is, and the fewer child care slots available in a county, the less likely women are to participate in the labor force. To expand child care access in New York, we need to address the workforce shortage with [better wages for child care workers](#), and to call on Gov. Hochul to [sign three child care bills](#) expanding eligibility for child care assistance.
- **Paid family and medical leave.** New York's Paid Family Leave (PFL) program is absolutely essential for mothers who often take on the responsibility of caring for their sick children. Yet, New York still [lacks sufficient job protected paid medical leave](#), meaning mothers dealing with pregnancy health issues risk their income when they take time off.