



Leading Edge Tech Pay Gap Equity - WHM 2023

Welcome to **Leading Edge Tech**! We are an organization that specializes in providing technology information, tips, updates, and news!

Equal Pay Day is honored every March 14 to advocate for equal pay among different genders, races, and identities - we have provided some resources and information for you to get more involved!

Be sure to follow our Instagram, [@leadingedge.tech!](https://www.instagram.com/leadingedge.tech/)

Leading Edge Tech is providing resources (below) to learn more about equal pay; feel free to check it all out!!

We've also started a Women's History Month 2023 project for the rest of the month - check out how to get involved!

In honor of Women's History Month 2023, fill out the following form to participate in the Women's History Month 2023 Project from Leading Edge Tech:

<https://forms.gle/au0XeqqWge3D55KZA>

Project Instagram Post for more Info: <https://www.instagram.com/p/CpgGXcCJneE/>

We're so glad you want to get involved! Below is some equal pay information!



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What is Equity?

- **Equity:** equity extends beyond the idea of being equal ; it actively works towards a level-playing ground in which everyone is treated fairly.
 - It refers to fairness and justice and is distinguished from equality
 - Equity acknowledges the idea that we do not all come from the same background, and leverages voices with different perspectives for complete fairness - it is an "active" form of equality that takes direct action towards issues
- https://www.marinhhs.org/sites/default/files/boards/general/equality_v._equity_04_05_2021.pdf
- <https://unitedwaynca.org/blog/equity-vs-equality/>
- <https://www.health.com/mind-body/health-diversity-inclusion/equity-vs-equality>

What issue is there with pay?

- Despite the level of experience and qualification that an individual may have, **they may still be paid less due to factors such as gender, race, appearance, or identity.**
 - For example, women are paid about 20 cents less than men are for every dollar earned.
- <https://news.un.org/en/story/2022/09/1126901#:~:text=For%20every%20dollar%20men%20earn,the%20global%20gender%20pay%20gap.>
- <https://www.aauw.org/resources/research/simple-truth/>
- <https://blog.dol.gov/2021/03/19/5-facts-about-the-state-of-the-gender-pay-gap>

Why does this issue exist?

- <https://www.pewresearch.org/fact-tank/2023/03/01/gender-pay-gap-facts/#:~:text=Much%20of%20the%20gender%20pay,in%20each%20of%20these%20dimensions.>
- <https://genderpolicyreport.umn.edu/what-causes-the-wage-gap/>
- <https://www.forbes.com/sites/tomspiggle/2021/05/25/the-gender-pay-gap-why-its-still-here/?sh=73b7f9987baf>
- https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_735949.pdf



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Statistics

- <https://www.census.gov/library/stories/2022/03/what-is-the-gender-wage-gap-in-your-state.html>
- <https://www.forbes.com/https://www.forbes.com/advisor/business/gender-pay-gap-statistics/>
- <https://www.americanprogress.org/article/quick-facts-gender-wage-gap/>
- <https://builtin.com/recruiting/gender-pay-gap-statistics>

Resources to make a difference:

- Getting Compensation:
 - <https://www.eeoc.gov/equal-paycompensation-discrimination>
 - <https://www.worker.gov/fair-pay/>
 - <https://www.aauw.org/resources/legal/laf/equal-pay-act/>
- <https://www.americanprogress.org/article/10-essential-actions-promote-equal-pay/>
- <https://www.unwomen.org/en/news/stories/2020/9/explainer-everything-you-need-to-know-about-equal-pay>
- <https://www.americanprogress.org/article/7-actions-that-could-shrink-the-gender-wage-gap/>
- <https://hbr.org/2021/05/how-to-close-the-gender-gap>
- <https://www.unwomen.org/en/digital-library/publications/2016/3/the-persistence-of-the-gender-pay-gap>

Make a difference on a global/international scale:

- Petitions for reporting of pay gaps:
 - <https://petition.parliament.uk/petitions/300105>
 - <https://petitions.ourcommons.ca/en/Petition/Details?Petition=e-1136>
- https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_856203/lang-en/index.htm#:~:text=0n%20average%2C%20women%2C%20are%20paid,to%20discrimination%20based%20on%20gender.
- <https://news.un.org/en/story/2022/09/1126901>
- <https://ourworldindata.org/economic-inequality-by-gender>
- https://www.ituc-csi.org/IMG/pdf/the_gender_wage_gap_en.pdf