

Activist Toolkit

Let's Talk About the Gender Pay Gap



In every industry, every education level, every city, and every job, women are paid less than men. On average, women make 83 cents for every dollar a white male makes in the same role and the gap widens when you account for race, sexuality, and parenthood. The pay gap is a result of systematic racism, classism, and sexism, and working together is the most powerful tool we have to fight inequity.

Closing the pay gap means facing the issue head on and having taboo conversations about money with our coworkers and working together to make sure everyone is paid fairly regardless of who they are and what they look like.

This toolkit contains posts you can share on social media, more information on our pocket sized guide on the gender pay gap, and what you need to know to become an equal pay activist and how to start conversations in your workplace or community.

Make sure you stay up to date with 9to5 and equal pay! Join us by clicking [here](#).



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Taking Action

We're so excited you're ready to take action to end the gender pay gap. In this section you'll find some ways to get involved, from sharing on your personal social media channels, to sharing our zine in your workplace or community, and learning more about policies that help narrow the pay gap nationally and in your community.

To stay involved in the fight for equal pay and 9to5, make sure you [fill out this form](#) to stay up to date with that we're working on.

Take Action: Send a Letter to Congress

60 years ago President Kennedy signed the Equal Pay Act, a simple law that requires equal pay for equal work. And for 60 years, that law still needs to be updated to reflect how employers skirt and outright defy this law.

The Paycheck Fairness Act would provide a much-needed update that will help close the pay gap and make an incredible difference for working women of color and their families by would give more power and transparency to workers and hold employers accountable.

Write to Congress here: 9to5.org/PFA

Social Media Toolkit for Activists



Follow us on social media!

We need your help to end the gender pay gap! Below are some sample tweets and graphics for your social media use. Please be sure to tag us [@9to5org](#) on Facebook, Twitter, and Instagram.

In every industry, every education level, and every job, women are paid less than men. Working together is one of the most powerful tools we have to fight inequity. [@9to5org](#) has more info on the [#GenderPayGap](#) and talking to your coworkers at 9to5.org/EqualPay.

The average woman loses more than \$10k a year to the [#PayGap](#). That's enough for:

- 🔑 6 Months of rent
- 💡 43 Months of utility payments
- 🍴 17 Months of groceries for 2
- 👶 8 Months of child care

Learn more from [@9to5org](#) at 9to5.org/EqualPay


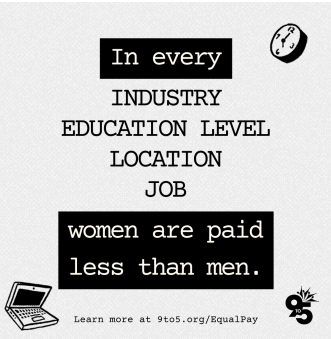





Women have been slower to reenter the workforce because of the pandemic- as we get back to work, we need to know how to talk about pay with our coworkers and our rights. Start the conversation with help from @9to5org at 9to5.org/EqualPay.

Racism, sexism, and classism all work together to create the #GenderPayGap. We can't fix it until we start talking to each other. Learn more at 9to5.org/EqualPay.

I downloaded a zine about the #GenderPayGap from @9to5org! The first step in eliminating pay inequity is being able to talk about it openly, face it head on, and demand change for ourselves, our families, and our communities. Learn more at 9to5.org/EqualPay

Download and use the images below to start the conversation about the gender pay gap! We've included some suggested text, but use them however you want and include your personal reasons for fighting for equal pay. Please be sure to tag us @9to5org on Facebook, Twitter, and Instagram.

Image	Suggested Text
 <p data-bbox="264 1304 513 1335">Rectangle Square</p>	<p data-bbox="597 961 1333 1094">Talking about money can feel so taboo, but I want to talk about the #PayGap because we have to talk about it openly to change it. I'm joining @9to5org to start the conversation. Learn more at 9to5.org/EqualPay</p>
 <p data-bbox="264 1709 513 1740">Rectangle Square</p>	<p data-bbox="597 1367 1333 1535">The #EqualPayAct passed almost 60 years ago, but women are still underpaid. Women have to start talking about how much we make because when we know we're underpaid we can work together to face the #PayGap head-on and demand change.</p>

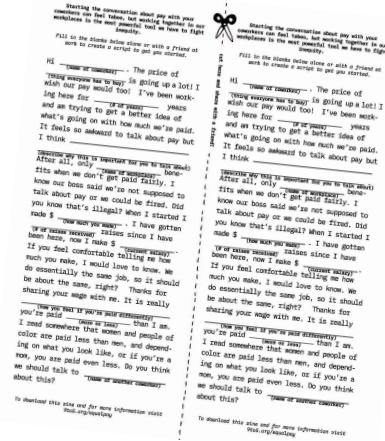
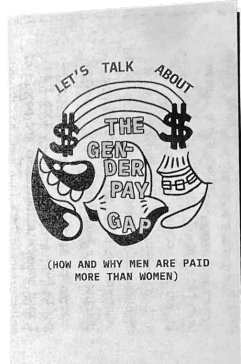
 <p>Moms make 70¢ for every dollar paid to dads.</p> <p>Learn more at 9to5.org/EqualPay</p> <p>Rectangle Square</p>	<p>Moms make less than dads just for having kids, regardless of if they leave the workforce! I am joining @9to5org to end the #GenderPayGap by passing policies for #PaidLeave, affordable #ChildCare, and #SalaryHistory. Learn more at 9to5.org/EqualPay.</p>
 <p>COVID RECOVERY IS UNEQUAL FOR WOMEN</p> <p>Learn more at 9to5.org/EqualPay</p> <p>Rectangle Square</p>	<p>Women, particularly women of color, have been slower to reenter the workforce because of the pandemic. As we get back to work we shouldn't be punished with a #PayGap. I'm joining @9to5org to end the #GenderPayGap. Learn more at 9to5.org/EqualPay.</p>
 <p>WE ALL HAVE THE RIGHT</p> <ul style="list-style-type: none"> • To discuss pay without retaliation • To not be harassed or discriminated against • To reasonable accommodations • For medical info shared with employers to be private • Form a union <p>Learn more at 9to5.org/EqualPay</p> <p>Rectangle Square</p>	<p>We all have workplace rights and one of the most important ones is that it is illegal to prevent employees from talking about pay. To end the #GenderPayGap we have to talk to each other. Learn more from @9to5org at 9to5.org/EqualPay</p>



Zine Information

(More about our pocket sized guide to equal pay)

Inside the Zine



Our zine is a pocket sized guide designed to help you spread the word about equal pay! Inside you'll find:

- A breakdown of pay disparities across race
- How much money women lose to the pay gap every year and what that looks like in terms of paying bills
- Where the pay gap comes from, what it can look like, and what it can sound like
- A short list of your rights in the workplace

We get it- talking about money with coworkers can feel taboo or awkward. When you unfold the zine, you'll find our madlib style script to help you prepare to start the conversation with a coworker.

[Download](#)

Zine FAQs

What is a zine?

A zine, short for fanzine or magazine, is a DIY subculture self-publication, usually made on paper and reproduced with a photocopier or printer. Zine creators are often motivated by a desire to share knowledge or experience with people in marginalized or otherwise less-empowered communities.

What do I do with a zine?



Activist Toolkit
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You can do whatever you want with a zine! You can print out copies to share with friends and coworkers, or you can leave them places for others to find.

How do I get started?

Download our zine here, print it out on your printer (if you have colorful paper, this helps the zine stand out!), and follow these directions to fold it into a little book.

What should I do next?

If you want to get more involved in the fight for equal pay and 9to5, make sure you fill out this form to stay up to date with what we're working on. Our activist toolkit has more information on equal pay.

Download the zine

We've created this zine to help you learn more about the gender pay gap and get the conversation started in your workplace or community. You can download, print, and quickly assemble this pocket sized guide to help break the ice.

[Download](#)

How to Assemble a Zine

Check out our video on how to assemble our zine:



PDF Instructions [here](#).

Request zines

We're happy to mail you some zines. Make your request by 3/31/22.

[Request zines](#)



Policies to Know

Connecting the dots between economic justice and the gender pay gap means fighting for policies at the local, state, and federal level that help working women and families achieve equity. From policies as broad as voting rights to as specific as local paid leave laws help women close the pay gap.

To find policies in your state visit: <https://policyhub.equalrights.org/policy-library-map/>

Here's some examples:

Salary History and Salary Range Transparency

Fourteen states have created legislations that make it illegal for employers to seek the salary history of women. When employers use a woman's salary history, previous employers' pay disparities can follow them throughout their careers. These kinds of laws help women make fair wages in their new jobs.

When job applicants know the pay ranges, benefits, and other compensation available in positions, the wage gap narrows.

Read More about these and other specific state regulations

<https://nwlc.org/resource/progress-in-the-states-for-equal-pay-2/#>

Salary History and Equal Pay Disclosures

<https://nwlc.org/resource/salary-history-and-equal-pay-disclosures/>

Caregiving

Whether they're caring for a new child or an older family member, everyone will eventually need time to care. We need a historic investment in paid leave and affordable child care to help narrow the gender pay gap.

Providing care for a loved one or taking time off work to care for yourself is an inevitable part of life and no one should have to choose between a job they need and care they have to give. Providing everyone with paid leave means all women can take time off to care without sacrificing pay and career advancement.

The astronomical costs of childcare force women out of the workforce or into other lower paying jobs. An investment in affordable childcare means women can continue to work in all types of jobs without having to choose between their careers and caring for their children.

The policies will be incomplete without raising the wages of women who provide caregiving work from child care to elder care. This work has been historically undervalued and underpaid due to racism and sexism.



<https://msmagazine.com/2021/04/29/history-child-care-coronavirus-women-america-workers/>

Housing

Housing is a basic human need and everyone deserves a safe, affordable, and healthy place to live. Providing affordable housing ensures that women and their families can thrive in their communities. Read more about 9to5's work for affordable housing here:

<https://9to5.org/home-for-the-holidays-updates-on-housing-justice/>

Paycheck Fairness Act

This proposed federal legislation was first introduced in 1997 and has not yet passed Congress. This model legislation would require employer to prove pay disparities exist for legitimate, job-related reasons; prohibit employer to ask about salary history to combat pay discrimination from previous employment; strengthen penalties for equal pay violations; protect workers from retaliation for discussing salaries with co-workers; and make it easier to file class action lawsuits based on equal pay.

Read more about the Paycheck Fairness Act and its history:

<https://19thnews.org/2021/06/paycheck-fairness-act-fails/>

Workplace Harassment

Workplace harassment is a widespread problem, affecting workers in every state, in every kind of workplace setting and industry, and at every level of employment. However, low-paid workers are especially at risk of harassment given the stark power imbalances they experience at work.

Policies that advance protections against discrimination and harassment should aim to include all workers - including independent contractors and interns. These policies should establish liability and right of action for instances of workplace harassment, and expand the statute of limitations for reporting. Policies should also include protections against retaliation, and expand the definition of workplace harassment to be more inclusive of employee's sense of well-being and safety.

Workplace harassment is a pervasive problem that impacts individuals and their earning and career potential. All employees - no matter where they work - deserve to have safe work environment

Read more about the impact of harassment on women's careers:

<https://www.aauw.org/resources/research/limiting-our-livelihoods/>



Pregnant Workers Fairness Act

Unfortunately, over 40 years after the passage of the Pregnancy Discrimination Act of 1978, workers still face pregnancy discrimination, which can include losing a job, being denied reasonable accommodation, or not being hired in the first place.

No one should be forced to choose between financial security and a healthy pregnancy. Legislation like the federally introduced Pregnant Workers Fairness Act would establish a pregnant worker's right to reasonable accommodations, protect pregnant workers from retaliation when requesting reasonable accommodation, ensure that pregnant workers cannot be denied employment opportunities, or forced to take paid or unpaid leave.



Employer Practices

These are a list of five actions that employers can take to address the wage gap in their workplaces:

- **Conduct an internal compensation audit:** Conduct an organization-wide audit that looks at gender but also race and other categories, with the goal of documenting who holds every position and how each person got there. Other questions should include how compensations, raises and other rewards are determined and if jobs have been reevaluated from a pay equity perspective.
- **Provide greater pay transparency:** Be transparent with salaries to increase awareness of bias and pay inequities. This can be coupled with greater accountability measurements and rethinking pay and compensation philosophy.
- **Support employee unions:** Collective action is a strong tool for employees to level the playing field and be able to collectively advocate when it comes to labor-management relations.
- **Fair scheduling practices:** Adopt practices to eliminate just-in-time and on-call scheduling practices in the workplace. This would provide greater stability and predictability for working people in their schedules and in their lives.
- **Provide child care subsidies and other family-friendly policies:** Child care is a large cost burden for many working parents and something to consider when working towards equity in the workplace. Paid family and medical leave, paid sick time, and other work-life balance policies also contribute to closing the wage gap.



How to Contact a Representative and What to Say

Find your Federal or State representative by visiting: <https://openstates.org/>

Once you decide who you need to write to, use the format below to email or write a letter to your representative. You can use this letter as is, or substitute legislation you care about most. Not sure what legislation to talk about? Use our section on Equal Pay legislation below to get started.

Dear (Whomever),

In every industry, at every education level, at every job, and across the country women are paid less than men for doing the same job, on average losing more than \$10,000 a year to the gender pay gap. When race, parenthood, sexuality, and ability are accounted for, that number increases, creating further barriers for women to thrive economically.

It's been more than 58 years since the Equal Pay Act was passed and significant gaps in the way people are paid persist. As we recover from the COVID-19 pandemic, women, especially women of color, have been slower to re-enter the workforce. At the same time, we're experiencing the Great Resignation, a widespread movement and conversation about pay, working conditions, paid leave, and the role of work in our lives. Women, people of color, and working people are quitting their jobs in record numbers as a result of the pandemic and the realities of balancing life, work, and a global pandemic.

It is essential that as [Congress/ the State Legislature] creates legislation to help working women and their families recover and re-enter the workforce that policies that help close the gender pay gap are prioritized. We have an incredible opportunity to use this moment to prioritize legislation that provides equity for women, people of color, and low-income earners.

To eliminate the gender pay gap, legislation like salary history bans, salary range transparency, affordable child care, paid leave, the Paycheck Fairness Act, anti-workplace harassment legislation, and legislation that protects pregnant people all create a foundation that helps women thrive economically.

Thank you,

[Your name]



More Information About Equal Pay

The gender pay gap is a complex issue created by racism, classism, and sexism that affects our paychecks, families, and careers. It shows up across all jobs, geography, and education levels. Dive deeper into the different issues that contribute to the gender pay gap below.

Looking Deeper

Understanding the gender pay gap is more complex than knowing the average amount that women make less than men. Check out these videos to dig deeper into the causes of the gender wage gap.



Welcome to the Pay Gap

<https://youtu.be/F8vGXqzcxm8>



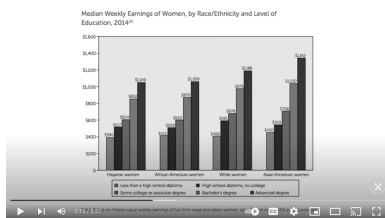
What people miss about the gender wage gap

<https://youtu.be/13XU4fMIN3w>



Explained | Why Women Are Paid Less

<https://youtu.be/hP8dLUxBfsU>



Is the Gender Pay Gap Real?

<https://youtu.be/it0EYBBI5Ll>

Read
[FAQ](#)
[The](#)
[\(NWLC\)](#)

More:

[About the Wage Gap \(NWLC\)](#)

[Wage Gap: The Who, How, Why, and What to Do](#)

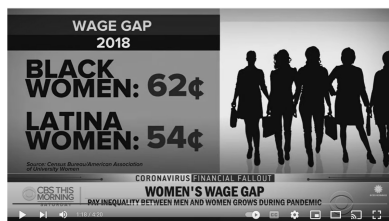


Activist Toolkit

Let's Talk About the Gender Pay Gap

How the Wage Gap Impacts Women of Color

We know that the pay gap is widened by racism and Black, Indigenous, Latinx, Asian, and other women of color experience both racism and sexism in the workplace that affects their paychecks and futures.



How Black and Latina women suffer more from the gender pay gap

<https://youtu.be/LFrh18Yhg20>



The Gender Wage Gap Is Even Worse For Women of Color

<https://youtu.be/VRbFBTGSnmw>

Read More:

[It's Time to Pay Black Women What They're Owed](#)

[57 Cents on the Dollar Isn't Enough for Latinas](#)

[Native American Women Need Action That Closes the Wage Gap](#)

[Asian American and Pacific Islander Women Lose \\$10,000 Annually to the Wage Gap](#)

Understanding Occupational Segregation

Women are less likely to be employed in stereotypically male dominated careers and be able to grow in these positions. Women, particularly women of color, are also more likely to be represented in careers that fall into the sexist category of “women’s work,” like caregiving, which is historically underpaid.



Welcome to the Pay Gap

<https://youtu.be/F8vGXqzcxm8>

“Women make up about two-thirds of workers in low-wage jobs (i.e., jobs that pay as low as \$7.50 an hour, the federal minimum wage) though they make up slightly less than half (47%) of the workforce as a whole. Women of color are particularly over represented in these jobs.” <https://www.aauw.org/resources/article/occupational-segregation/>



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Let's Talk About the Gender Pay Gap



State of the Union 2019: Occupational Segregation - Kim A. Weeden

<https://youtu.be/tH1MBLjjuSI>

“Many Employers continue to operate based on sex stereotypes about the competence and commitment of women—and mothers in particular— assuming that women will be uninterested or unable to perform jobs that require longer hours, frequent travel, or skills often associated with men, such as physical strength. As a result, women are underrepresented in higher-paying positions and fields.”

<https://nwlc.org/resource/progress-in-the-states-for-equal-pay-2/#>

Caregiving and Pregnancy

A growing amount of research shows that women who have children experience large pay gaps when compared to fathers and women who do not have children, regardless of if they remain in the workforce. Men simply do not experience the same drop in pay that women experience when they have children.

[A stunning chart shows the true cause of the gender wage gap](#)

In addition, women are more likely to leave the workforce to care for children or other loved ones and this unpaid work contributes to lifelong pay inequity. Policies that allow for paid leave and affordable child care help women remain in the workforce without losing pay.

[It's Time to Make "Women's Work" Everyone's work](#)

[Read more: Motherhood Wage Gap for Women Overall](#)

[Read more: The Motherhood Penalty](#)

COVID-19 and Recovery for Women

The COVID-19 pandemic has greatly affected women and their families, as women left the workforce or took time off without pay to care for kids or loved ones. Without access to federal paid leave, women bore the brunt of caregiving responsibilities as children were sent home from school. Women who remained in the workforce, especially those in caregiving positions, suffer from increasing workloads and underpayment.

As the COVID-19 pandemic begins to dwindle, we have the opportunity to create policies to invest in women to help close the pay gap and ease the inequities exposed by the pandemic.



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[Raising Revenues to Rebuild and Economy That Works For Everyone
https://nwlc.org/resource/wp-content/uploads-2020-05-moms-epd-2020-v2-pdf/
Women Represent Majority of Workers in Several Essential Occupations](https://nwlc.org/resource/wp-content/uploads-2020-05-moms-epd-2020-v2-pdf/Women_Represent_Majority_of_Workers_in_Several_Essential_Occupations)

Your Rights

All workers in the U.S. are protected by certain rights in the workplace based on federal employment discrimination laws. The Equal Employment Opportunity Commission is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information. You can read more about the rights all employees have here: <https://www.eeoc.gov/prohibited-employment-policiespractices>

Most importantly, it is illegal to retaliate against employees for talking about pay. Talking about pay with your coworkers is a huge first step in creating equitable work environments. Check out our zine for more information on your rights and tips to talk about the gender pay gap.

[What Did the Equal Pay Act of 1963 Do? | History](#)

If you think your rights have been violated, you can learn more about filing a claim and taking action on the EEOC website.

<https://www.eeoc.gov/how-file-charge-employment-discrimination>



Contact Us

Questions? Need more info? Did you have success fighting the pay gap? We want to hear from you! Email us at info@9to5.org

