



BLACK WOMEN'S EQUAL PAY DAY TOOLKIT

July 27th, 2023 | National Social Media Storm 11am PT/2pm ET

Join advocates, lawmakers, and community members from across the country to raise awareness about the wage gap that impacts Black women and their families. On this day, we will highlight the fact that the wage gap for Black women compared to non-Hispanic white men is **67 cents** for full time, year-round workers and **64 cents** for all workers (including part time and part year workers). These wage gaps are unacceptable.

Black women are underpaid and undervalued. On this day, we are going to be organizing around tools to help close the wage gap through equal pay *and* better pay!

For this year's Black Women's Equal Pay Day, our shared calls to action will center around urging:

- Federal lawmakers for [swift passage of the Paycheck Fairness Act](#)
- Governors and other state officials to ensure that the historic infrastructure investments recently enacted into law lead to [better and higher-paid jobs for Black women](#)

[Read about our calls to action for this year's Black Women's Equal Pay Day and the shared messaging from the organizational co-leads on the Equal Pay Today website here](#)

How to use this toolkit: Copy + paste sample social media from EPT partner organizations to post on your own social media pages! Easily download graphics for the corresponding posts by clicking on the folder below; or right click on the image, select Save to Keep, and download.

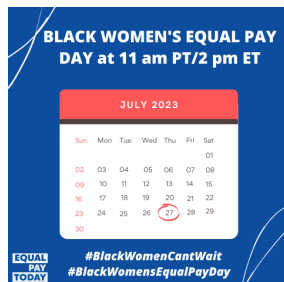
Please use the hashtag #BlackWomenCantWait

Additional hashtags: #BlackWomensEqualPayDay



If you have any questions, email us! dvagins@equalrights.org | ejohnson@equalrights.org

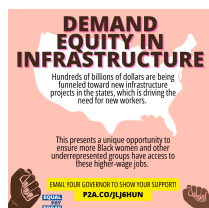
Save the Date Images



Events and Actions



Join us on July 26 at 12pm PT/3pm ET in a conversation with @USEEOC @EEOCChair Charlotte A. Burrows and the incredible leaders of #BlackWomensEqualPayDay #BlackWomenCantWait Register for the webinar here <https://bit.ly/3DI2gLu>

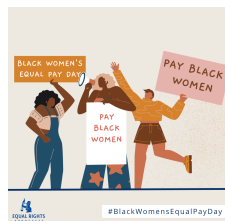


Join the fight for economic justice by urging your Governors to provide access to higher-wage jobs for underrepresented groups. Together, we can close the pay gap and empower Black women & underserved communities. #BlackWomensEqualPayDay Click here! <http://p2a.co/jij6hUN>

Equal Rights Advocates

THREAD:

1. Research from @equalrightsadv found that 50% of Black & Latinx caregivers are struggling to make ends meet due to increased caregiving responsibilities + debt. Read here: bit.ly/FamilyVoicesERA #BlackWomensEqualPayDay #BlackWomenCantWait
2. Facing low wages, little to no savings, rising living expenses, and scarcity of childcare, debt jeopardizes labor force participation—which imperils Black and Latinx breadwinners' capacity to provide for their families. #BlackWomensEqualPayDay #BlackWomenCantWait
3. <https://bit.ly/FamilyVoicesERA>



Wage justice is racial justice.
Wage justice is gender justice.
#BlackWomensEqualPay #BlackWomenCantWait



It's time for pay equity! Support the Paycheck Fairness Act to tackle pay discrimination and promote economic security for women and families. Stand up for equal pay, especially for women of color.
 #BlackWomensEqualPayDay #BlackWomenCantWait <http://p2a.co/qzpl78t>

Black Women's Roundtable



[More graphics can be found here](#)

Stir-up some good trouble on social for #BlackWomensEqualPayDay. Tell them that Black women deserve to be hired, paid, trained, promoted, granted contracts, and approved for business loans fairly. \$.67 on the \$1 of a White man isn't enough. Learn more at <http://www.equalpaytoday.org/black-womens-equal-pay->

Today is #BlackWomensEqualPayDay, a reminder that Black women continue to face a wage gap of 67 cents compared to non-Hispanic white men for full-time, year-round work. It's time to close this gap and demand equal pay for equal work! #BlackWomenCantWait

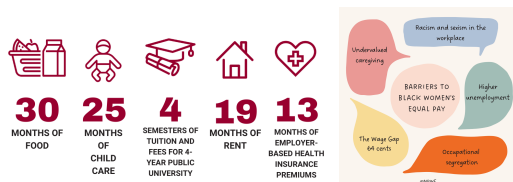
The fight for equal pay goes beyond the workplace. When we take it to the ballot, we can elect lawmakers who will pass legislation like the Paycheck Fairness Act and close the wage gap. Use your voice to demand economic justice! #BlackWomensEqualPayDay

The wage gap for Black women is not just a statistic—it's a barrier to economic justice. By advocating for voting rights and voting power, we empower ourselves to push for equal pay. Join the movement!
 #BlackWomensEqualPayDay

Black women are underpaid and undervalued, but today we rise together to demand change. Let's hold lawmakers accountable and urge them to pass the Paycheck Fairness Act. Pay disparities are a policy choice and it's time we made different choices #BlackWomensEqualPayDay

Closing the wage gap starts with action. Call on Congress to pass the Paycheck Fairness Act now!
 #BlackWomensEqualPayDay

National Partnership for Women & Families



Black women make just 67¢ for every dollar white men make. If the wage gap were finally eliminated, Black women would have enough money for the things they need to care for themselves and their families.

#BlackWomensEqualPayDay <https://npwf.info/3NTY75R>

Nobody should have to work more than 18 months to make one year's pay. But that's the legacy racism has left on Black women's economic security. Equal pay for Black women would change lives and strengthen families.

#BlackWomensEqualPayDay <https://npwf.info/3NTY75>

There is no racial justice without economic justice. A good first step toward justice would be

#BlackWomensEqualPay. <https://npwf.info/3NTY75R>

When Black women are paid less than their white counterparts it impacts their day-to-day finances, as well as their financial futures. Building an economy that supports Black women builds an economy that supports everyone. #BlackWomensEqualPayDay <https://npwf.info/3NTY75R>

The work that Black women do is undervalued. A real economic recovery would tackle the generational barriers that have undermined Black women's employment for far too long. #BlackWomensEqualPayDay <https://npwf.info/3pQVFVQ>

Black women often shoulder unpaid caregiving responsibilities for their families. Without sustainable, comprehensive solutions to address their needs, Black women's needs will continue to go unmet. #BlackWomenCantWait <https://npwf.info/3pQVFVQ>

Black women are more likely than other groups to be in the active workforce, but they are still more likely to be unemployed at a rate of 5.4%. This has been and continues to be a sign that structural racism and sexism shapes Black women's outcomes in the labor market beyond participation. <https://npwf.info/3pQVFVQ>

The wage gap impacts Black women's economic security now and in the future – from savings, to retirement, to generational wealth. So how do we combat it? #BlackWomensEqualPayDay <https://npwf.info/3pQVFVQ>

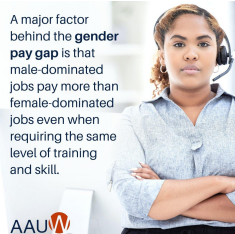
Black women are disproportionately in jobs with lower wages—what we call “occupational segregation”—and inadequate benefits, making them more vulnerable to experiencing poverty and losing billions in wages. <https://npwf.info/3pQVFVQ>

National Women's Law Center

The racist and sexist wage gap continues to cost Black women control over their lives and futures. Today, on #BlackWomensEqualPayDay, we demand that Black women be paid what they're owed.

Black women working full time, year-round are robbed of \$907,680 over a lifetime. That's \$907,680 that could have bought a home, paid for their children's education, and been saved for retirement. It's time to pay Black women what they're owed. #BlackWomensEqualPay

American Association of University Women



On average, Black women are paid just 64 cents for every \$1 paid to white men. At the current rate, Black women will have to wait over A CENTURY to earn #EqualPay in this country. We need equal pay NOW—pass the #PaycheckFairnessAct! #BlackWomenCantWait #BlackWomensEqualPayDay <https://bit.ly/3N8yeio>

#BlackWomensEqualPayDay PSA: Imagine being paid 1/3 less than white men for doing the same work. This is the reality for Black women in the United States today, which is perpetuated by the intersection of sexism & racism. <https://act.aauw.org/BWEPD>

#BlackWomenCantWait: True pay equity requires a multifaceted strategy to address the gendered & racialized injustices facing Black women. A first step is to pass the #PaycheckFairnessAct for #BlackWomensEqualPayDay! <https://bit.ly/3N8yeio>

A Better Balance

#PregnancyDiscrimination is a key contributor to the gender and racial wage gaps. The Pregnant Workers Fairness Act marks a key step towards #BlackWomensEqualPay. Learn more:

<https://www.abetterbalance.org/pregnant-postpartum-workers-know-your-rights/>

On #BlackWomensEqualPay Day and always, we must commit to fighting the systemic racism that contributes to pay inequity. Work-family protections like #PaidLeave and #PaidSickDays are crucial building blocks in ensuring Black women are supported and protected in the workplace.

There is no #BlackWomensEqualPay without #PaidLeaveForAll. The #FAMILYAct and #HealthyFamiliesAct will provide paid leave and paid sick time for working Black women nationwide & help them attend to health and caregiving needs without sacrificing their economic security.

The #WageGap harms young Black women, who already disproportionately face barriers accessing education and employment due to our nation's shameful history of racism and sexism. We must guarantee

#BlackWomensEqualPay for the workers of today AND tomorrow:

<https://www.abetterbalance.org/resources/fact-sheet-closing-the-wage-gap-for-young-black-women/>

ERA Coalition

Black women deserve equal pay for their work. The publication of the Equal Rights Amendment will help us bridge that gap and ensure economic justice for all. #ERANow

It's not just a wage gap, it's an injustice. Black women face double discrimination when it comes to pay equity. Let's come together to demand equal pay and equal rights for black women. Let's publish the Equal Rights Amendment to help create a future where fairness and equality prevail. #ERANow

Black women face a significant wage gap, undermining their economic stability and hindering progress. The Equal Rights Amendment will help advance black women's economic empowerment. #ERANow

To achieve true equality, we must prioritize economic justice for black women. It's time to bridge the pay gap and ensure that black women receive fair compensation for their skills and expertise. Publishing the ERA would help us do just that.

Family Values At Work

🇺🇸 African-American women with the SAME qualifications make just 63 cents for every dollar earned by their white male counterparts. 🗨️ It's time for #EqualPay

🇺🇸 Today is the day a black woman would finally make what her white male counterpart 😞 made by December last year. The same qualifications and experience should mean #EqualPay in America today. 🗨️
#BlackWomenEqualPay

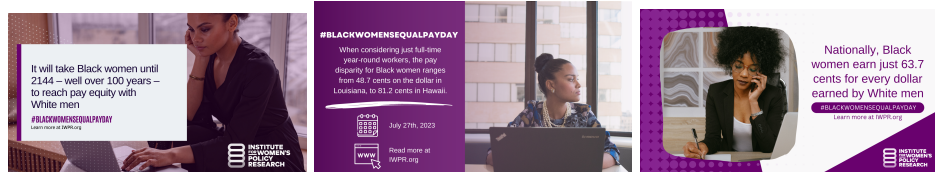
It's 🍌 not 🍌 right 🍌 and it's not okay to deny #BlackWomenEqualPay for equal work. #63cents 🗨️

🗨️ We must reverse the devaluation of caregiving in the home & in the workplace! Service providers-- especially those in nursing, 🏢 #childcare, 🧑 & home health 🧑 where Black women make up most of workers -- need better wages, #paysickdays, & #paidleave #BlackWomenEqualPay

For a black woman to earn the same income as her white male counterparts last year, she would need to work right up to TODAY. Unacceptable. #BlackWomenEqualPay

"Why not pay a mother like we would pay a man?" - Rachel Bryan, journeyman electrician @IBEW
#BlackWomenEqualPay #EqualPay

IWPR



New data from IWPR shows that Black women are paid substantially less in every single state than White men. It's time we close the wage gap because #BlackWomenCantWait. #BlackWomensEqualPayDay #BlackWomensEqualPay <https://iwpr.org/black-womens-wage-gap/>

🚩 July 27th is a powerful day for recognizing the value of Black women's work! On #BlackWomensEqualPayDay, we raise our voices against the persistent wage gap that affects Black women. Let's fight together for equity and economic justice! #BlackWomensEqualPay #WageGap

Black Women need equity-focused policies to achieve equal pay, including better pay & benefits, better access to good jobs where they are currently underrepresented, & more enforcement and technical assistance to prevent harassment and discrimination. #BlackWomensEqualPayday

NEW research from IWPR shows that nationally, among all workers Black women were paid just 63.7 cents for every dollar earned by White men, and among full-time year-round workers, just 67.2 cents on the dollar. Read more: <https://iwpr.org/black-womens-wage-gap/>

LCLAA



Today, we recognize #BlackWomensEqualPayDay, a sobering reminder of the persistent wage gap. Let's stand together to fight economic justice and equal opportunities for all.



¿Sabías que las mujeres afrodescendientes ganan 64 centavos más por cada dólar que ganan los hombres blancos no hispanos? Este #BlackWomensEqualPay celebramos a estas trabajadoras y trabajemos para garantizar que ellas sean compensadas de manera justa.

NOW



Black women are paid 67 cents to every dollar paid to non-Hispanic white men. We needed #BlackWomensEqualPay NOW! #BlackWomensEqualPayDay #Feminism #EqualRights #EqualPay #Equity

Women Employed

Based on Census data from 2022, the wage gap for Black women compared to non-Hispanic white men is 67¢ for full time, year-round workers and 64¢ for all workers (including part-time).

Today, #BlackWomensEqualPayDay, we are calling on federal lawmakers to pass the #PaycheckFairnessAct, to better combat pay discrimination and close the #WageGap, by protecting workers from retaliation for discussing pay, banning the use of prior salary history, and codifying pay data collection.

Today, #BlackWomensEqualPayDay, we are calling on Governors and other state officials to ensure that historic infrastructure investments lead to better and higher-paid jobs for Black women. Without intentional interventions to address the underrepresentation of Black women in quality jobs, we risk replicating current inequities and exclusions.

#BlackWomenCantWait #BlackWomensEqualPayDay