



napawf.org/equalpay

Asian American, Native Hawaiian, and Pacific Islander Equal Pay Day Toolkit

April 5, 2023 is Asian American, Native Hawaiian, and Pacific Islander (AA and NHPI) Equal Pay Day, the date when AANHPI women's average earnings catch up to what white, non-Hispanic men made in the previous year.

NAPAWF is joining a social media storm on Wednesday, April 5 at 11AM PT/2PM ET to raise awareness of how the wage gap affects AANHPI women and girls, who are often rendered invisible in mainstream conversations about the wage gap.

Messages

Vision

All AANHPI women should be able to live, work, and make decisions about our futures with economic security. Fair wages and decent working conditions help ensure that AANHPI women can live with dignity.

Problem

AANHPI women's work is undervalued and underpaid. Many AANHPI women are paid less for the same work, and when data on over twenty unique ethnic groups is combined to one average, this obscures the problem. The lack of employment benefits in front line and low-wage jobs already prevent many AANHPI women from accessing health care, including contraceptives and abortion care.

Solution

We need to correct the myth that AANHPI women don't need resources or support by looking past the averages that hide wide pay gaps experienced by certain ethnic groups. AANHPI women need comprehensive equal pay policies, such as union representation, that would help break harmful patterns of pay discrimination and strengthen our workplace protections.

Additional Talking Points

- Even when controlling for factors such as education and experience, the pay gaps persist. They start early in women's careers and contribute to a wealth gap that follows them throughout their lifetimes.
- AANHPI includes 50+ ethnic subgroups speaking 100+ languages & dialects. The wage gap is drastically different for each of those communities.
- Our wages touch every part of our lives, from our ability to get the health care we need, to make decisions about if and when to start a family, and support the people who depend on us.
- The pay gap can only be addressed if we have full information on how it impacts every community. All AANHPI communities need to be represented in data collected by government agencies.
 - Combining Asian Americans, Native Hawaiians, and Pacific Islanders into one category has created a misleading narrative that all AANHPIs are well off and don't need support. When each community is represented in the data, a more complex truth emerges.
 - Information about each of our communities needs to be collected and reported so that our experiences aren't ignored and we aren't left out of the solutions.
- Workers also need new legal tools such as the Paycheck Fairness Act to challenge discrimination and employers have the incentives to follow the law.
- Union representation brings wage setting into the open and helps ensure that employers set wages based on objective criteria, such as skill, effort, and responsibility.
 - Research shows that labor unions tend to raise wages and improve benefits for all represented workers, especially those at the middle and bottom of the wage distribution, who are disproportionately women, immigrants, and people of color.
 - For example, the nail salon industry is made up of overwhelmingly women, AAPIs, and immigrants who face low wages and dangerous working conditions. Worker centers like [Adhikaar](#) and labor unions like Workers United have won landmark victories to increase wages, improve worker safety related to exposure to chemicals and are now fighting to formalize worker leadership in industry oversight through creating a Nail Salon Minimum Standards Council in New York.

Social Media

Hashtags: #AANHPIEqualPay, #AANHPIEqualPayDay, #NotYourModelMinority, #DisaggregateData

Social Media Storm

Join @napawf in posting on social media from 2-3pm ET/11am-12pm PT on Wednesday, April 5, to raise awareness of how AANHPI women and girls experience the wage gap.

Graphics

Download graphics from the Google Folder: napawf.org/equalpay/graphics.

Tweets

2023 Generic

Today, Asian American, Native Hawaiian, and Pacific Islander women finally catch up to what their white non-Hispanic male counterparts earned last year. But when you look past the average, many AANHPI women face even wider wage gaps. #AANHPIEqualPay

Combining data for over 25 unique ethnic groups in one number does not give you an accurate picture. We need to #DisaggregateData to get us closer to #AANHPIEqualPay.

For every \$1 earned by white, non-Hispanic men, AANHPI women earn 80¢. Money lost to the wage gap means having less to support our families and use as a cushion for job loss and hard times. #AANHPIEqualPay

Native Hawaiian women face some of the widest pay gaps. Last year, they earned only 61¢ for every dollar their white, non-Hispanic male counterparts made. #NotYourModelMinority

Many AANHPI women experience large wage gaps that aren't visible when you only look at the averages. Bangladeshi & Nepalese American women make less than half of what white, non-Hispanic men make. #AANHPIEqualPayDay #NotYourModelMinority

AANHPI women are overrepresented in the restaurant, hotels, and retail industries - roles that have faced major losses during the pandemic. Unequal pay includes lost wages that we all need right now. #AANHPIEqualPay

During the pandemic, there was a record decrease in full-time employment for AANHPI women, especially for those earning less than \$35k. Low wage, part time, and gig workers were hit the hardest. #NotYourModelMinority #AANHPIEqualPay

AANHPI women need comprehensive equal pay policies, such as union representation, that would help break harmful patterns of pay discrimination and strengthen workplace protections for AANHPI women. #NotYourModelMinority #AANHPIEqualPay

Our communities are diverse, and we need detailed data to have a clear picture of the problems we're facing. We need to #DisaggregateData for AANHPI communities and we need to include part-time and gig workers as we fight for #AANHPIEqualPay.

Every person should be able to parent their children in a safe and healthy environment. Wage gaps hold families back - we need #AANHPIEqualPay!

We need to correct the model minority myth and misconception that AANHPI women don't need resources or support. To start, we need to look at the giant pay gaps that AANHPI ethnic groups face. #NotYourModelMinority #AANHPIEqualPay

2023 Abortion Access

This #AANHPIEqualPayDay, we're here to say that economic justice is reproductive justice.

Equal pay is a reproductive justice issue. #AANHPIEqualPay

Unequal pay means unequal access. We need #AANHPIEqualPay so we can better access critical health care and services.

AAPI women are overrepresented in frontline, low-wage jobs. In these roles, it's difficult to get the time off from work and budget money for transportation and accommodations to travel for an abortion.

<https://www.napawf.org/our-work/content/2021/3/9/aapi-womens-economic-security>

Abortion bans have always forced people to travel for care. For many, abortion access depends on your ability to pay for transportation & time off work. We need #AANHPIEqualPay and policies that guarantee abortion justice so that we can make the best decisions for our families.

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More than a quarter of AAPI women live in the 26 states that have banned or are likely to ban abortion - and $\frac{1}{3}$ or more of Bhutanese, Indian, Laotian, Nepalese, Burmese, Pakistani, Thai, & Vietnamese women live in these states.

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Many of these ethnic groups face larger wage gaps. Economic inequality compounds with the inaccessibility of abortion care to deny AAPI women the ability to make the best decisions for our lives and families - we need #AANHPIEqualPay!

1 in 3 Tongan women live in states that have banned or are likely to ban abortion, and Tongan women make only 62¢ on average for every dollar white, non-Hispanic men make. Economic justice is reproductive justice, and it's time for #AANHPIEqualPay!

2 in 5 Nepalese women live in states that have banned or are likely to ban abortion, and Nepalese women make only 49¢ on average for every dollar white, non-Hispanic men make. Economic justice is reproductive justice, and it's time for #AANHPIEqualPay!