



2023 Equal Pay Day Toolkit: **March 14, 2023**

Join PowHer New York for the 17th Annual New York State Equal Pay Day! Please feel free to publicize and share all the information in this [toolkit](#). If you have any questions contact info@powherny.org.

March 14th, National Equal Pay Day, is the symbolic date when full-time working women's wages equal the wages earned by full-time working men in the prior year. Calculated on 2021 data, that's 84 cents on the dollar nationally, and 88.7 cents for New York. To get serious about addressing both historic wage inequality and current disruption in work for women, we must tackle all the root causes of the wage gap. New York has that opportunity now by taking bold action.

Join us to call for stronger laws and substantial investment in the care infrastructure including higher wages and benefits of care workers. Each year on Equal Pay Day, leaders declare closing the wage gap as a top priority. This year if we take bold action, we can make lasting change!

JUMP TO: [SCHEDULE OF EVENTS](#) | [NYC RALLY INFO](#) | [SOCIAL MEDIA](#) | [LETTER TO THE EDITOR](#) | [EQUAL PAY DAY MESSAGING](#) | [EQUAL PAY STATS](#)

QUICK LINKS	
Link to this Toolkit	https://bit.ly/EPD2023
Link to Graphics Folder	https://bit.ly/EPD2023_Graphics
Send an Action Letter to ask legislators to pass the NYS laws and support budget allocations for low wage workers	https://bit.ly/EPD2023_Action
RSVP to NYC Rally	https://bit.ly/EPD2023_Register

EQUAL PAY DAY CO-SPONSORS > [Sign up here!](#)

AAUW - Center for the Women of New York - CWA 1180 - Elluminate - Empire State Campaign for Child Care - Gender Equality Law Center - Human Services Council - HCMoneyball - Latina Surge - Legal Momentum - League of Women Voters of New York State - National Coalition of 100 Black Women, Inc. Manhattan Chapter - National Federation of Business and Professional Women's Clubs – NYC - NYS Coalition Against Domestic Violence - SAG-AFTRA - The New York Women's Foundation - Westchester National Organization for Women - Westchester Women's Agenda - Women Creating Change - Zonta Brooklyn

SCHEDULE OF EVENTS

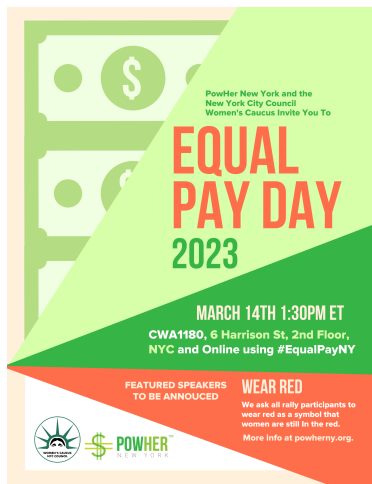
March 14, 2023 1:30 PM ET CHANGE OF LOCATION!	CWA 1180 Headquarters 2nd Floor - 6 Harrison Street, Manhattan <i>Featuring elected officials, advocates, and individuals from across New York State.</i>	Let Us Know Your Coming! https://bit.ly/EPD2023_Register
March 14, 2023 1:30 PM ET CHANGE OF TIME	NYS VIRTUAL ONLINE HOUR <i>Featuring elected officials, advocates, and individuals from across New York State.</i>	On Twitter, Facebook, Instagram and Linked In using #EqualPayNY
March 14, 2023 2:00 PM ET	NATIONAL TWITTER HOUR	
Now!	CO-SPONSORSHIP <i>Become a co-sponsor NY Equal Pay Day</i>	Link to Co-sponsorship form

17TH ANNUAL EQUAL PAY DAY RALLY

Date: March 14, 2023

Time: 1:30PM EST

REGISTER: https://bit.ly/EPD2023_Register



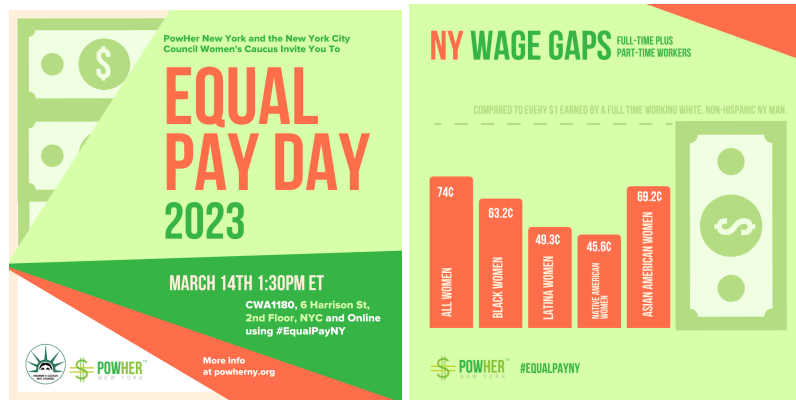
IN-PERSON RALLY: NEW LOCATION: 6 Harrison Street, 2nd Floor, Manhattan - **WEAR RED! Bring Signs!**

ONLINE RALLY: *Can't join NYC rally?* Join in online via PowHer New York's [Twitter](#), [Facebook](#) and [Instagram](#) using **#EqualPayNY**. We will be releasing new content from 12-1 PM and live streaming the rally.

ACTION ALERT: On Tuesday, we will push out a one-click letter for advocates to send the Governor and leadership.

[> Download this poster](#)

SOCIAL MEDIA (Use #EqualPayNY!) > [Download Images](#)



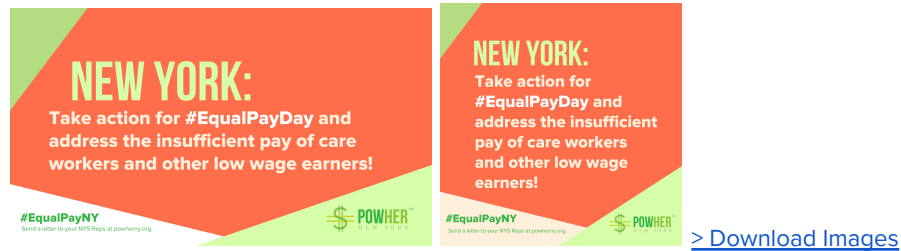
- March 14th is #EqualPayDay! Join us + @PowHerNY @WomensCaucusNYC 3/14 at 1:30PM ET. Let us know you are coming: https://bit.ly/EPD2023_Register
- We are a proud co-sponsor of Equal Pay Day 2023 w/ @PowHerNY! Learn more, register for events and take action here: <https://bit.ly/EPD2023>

Have you signed up to be a co-sponsor? > Use this [Co-sponsorship form](#)

- NEW YORK! Let's get serious about addressing both historic wage inequality + the current disruption in work for women by tackling the root causes of the wage gap for #EqualPayDay. More info: <https://bit.ly/EPD2023> #EqualPayNY
- How to create an #EqualPayNY? Call for stronger laws and substantial investment in:
☒ Child care - ☒ Fair Pay for Home Care workers ☒ Increasing the minimum wage
#EqualPayDay
- In NYS the all women wage gap for full & part-time work is 88.7¢ to every \$1 a non-Hispanic, white male earns, but for many women, especially women of color, the wage gap is as large as 56.1¢. We don't have #EqualPayNY until ALL women have #equalpay!
- In New York, full-time plus part-time women workers earn 74¢ to every \$1 a non-Hispanic, white male earns. #EqualPayNY #EqualPayDay
- In New York, full-time plus part-time Black women workers earn 63.2¢ to every \$1 a non-Hispanic, white male earns. #EqualPayNY #EqualPayDay
- In New York, full-time plus part-time Latina women workers earn 49.3¢ to every \$1 a non-Hispanic, white male earns. #EqualPayNY #EqualPayDay

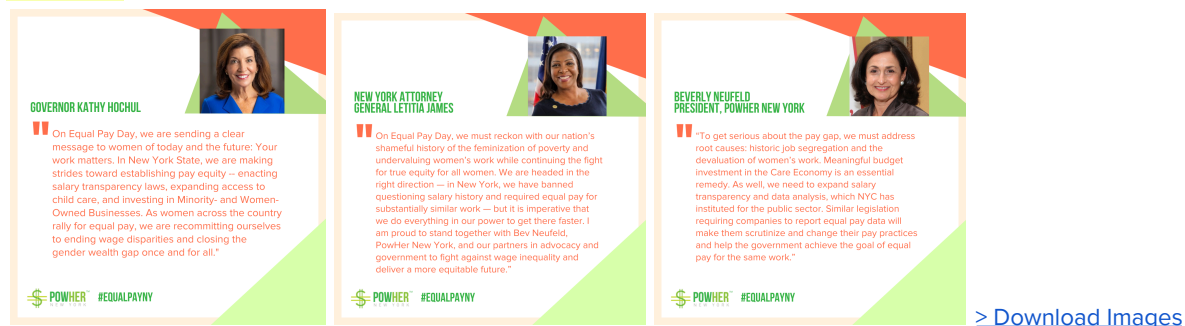
- In New York, full-time plus part-time Native American women workers earn 45.6¢ to every \$1 a non-Hispanic, white male earns. #EqualPayNY #EqualPayDay
- In New York, full-time plus part-time Asian American women workers earn 69.2¢ to every \$1 a non-Hispanic, white male earns. #EqualPayNY #EqualPayDay

TAKE ACTION: [Send a Letter to Your NYS Representative](#)



- It is time to address the root cause of the #wagegap: Value women's work by addressing the insufficient pay of care workers and other low wage earners! Tell your NYS Rep: https://bit.ly/EPD2023_Action #EqualPayNY #childcare #1fairwage
- [Insert Handle to Your Rep]: Want to take REAL action for #EqualPayDay? Include increased investment & commitment to universal child care AND fair wages + benefits for care workers AND modernization of the minimum wage in the NYS Budget! https://bit.ly/EPD2023_Action #EqualPayNY
- @GovKathyHochul, with your leadership on #EqualPayDay, New York can address the deeply rooted causes of wage inequality. Make change in the budget by valuing women's work, addressing the insufficient pay of care workers as well as other low wage earners! #EqualPayNY https://bit.ly/EPD2023_Action

QUOTES



- "On Equal Pay Day, we are sending a clear message to women of today and the future: Your work matters. In New York State, we are making strides toward establishing pay equity -- enacting salary transparency laws, expanding access to child care, and investing in Minority- and Women-Owned Businesses. As women across the country rally for equal pay, we are recommitting ourselves to ending wage disparities and closing the gender wealth gap once and for all." - **Governor Kathy Hochul**
- "On Equal Pay Day, we must reckon with our nation's shameful history of the feminization of poverty and undervaluing women's work while continuing the fight for true equity for all women," said **New York Attorney**

General Letitia James. “We are headed in the right direction — in New York, we have banned questioning salary history and required equal pay for substantially similar work — but it is imperative that we do everything in our power to get there faster. I am proud to stand together with Bev Neufeld, PowHer New York, and our partners in advocacy and government to fight against wage inequality and deliver a more equitable future.”

- “To get serious about the pay gap, we must address root causes: historic job segregation and the devaluation of women’s work. Meaningful budget investment in the Care Economy is an essential remedy,” said **Beverly Neufeld, President, PowHer New York.** “As well, we need to expand salary transparency and data analysis, which NYC has instituted for the public sector. Similar legislation requiring companies to report equal pay data will make them scrutinize and change their pay practices and help the government achieve the goal of equal pay for the same work.”

NYS Senate and Assembly > [Download Images](#)



- "Equal pay for equal work is fundamental to our fight for women's advancement. For generations, women have been shut out of economic opportunities by not only earning cents on the dollar compared to male colleagues, but also by taking on the cost of silent, unpaid labor in the home. I am proud that the Senate Majority has been at the forefront of this issue. Whether it be pushing for higher wages, championing affordable child care, or strengthening paid family leave, we will always take steps to protect women in the workplace and ensure that they receive equal pay for equal work." - **NYS Senate Majority Leader Andrea-Stewart Cousins**
- "We must take bold action to address the root causes of the wage gap and historic wage inequality. On National Equal Pay Day, I stand in unity with all advocates to fight for greater funding in the NYS Budget for Child Care, Fair Pay for Home Care Workers, and an increased minimum wage. This is the only way that we can make progress for all working women and ensure justice for all, and I look forward to getting this done with my colleagues this year." - **NY Senator Robert Jackson**
- "It is unacceptable that women in New York still receive 85.7 cents on a man's dollar. This is 2023, and our women deserve more. I'm proud that PowHer supports our Equal Pay Disclosure bill with Assembly Member Glick, which requires state contractors to disclose data on the gender, race, ethnicity, job title, and salary of employees performing work on state contracts. This bill passed both houses by wide bipartisan margins but was shockingly vetoed. Let's pass S.2481 again and make real progress in closing the wage gap." - **NY State Senator Brad Hoylman-Sigal**
- "Wage inequality affects women, children, and families throughout New York. After two decades of progress, the U.S. gap in gender pay has remained flat over the past fifteen years. This is unacceptable. I will advocate in Albany for essential child care funding increases, fair pay for home care workers, and for New Yorkers to approve the Equal Rights Amendment, so we can guarantee equality for women everywhere." - **NY State Assemblymember Rebecca Seawright (D-76th District)**
- "As we continue to recover from the pandemic's displacement of women from the workforce, and look ahead at battling inflation, we must use this time as an opportunity to support women and their position in the workforce. It's not enough for women to get paid equally for equal work; we must also provide things like high

quality and affordable child care, paid maternity leave, reliable transportation systems, and expanded opportunities for women to get into the trades. By tackling workforce issues in a holistic way, we are supporting women and their fight for equal pay and equal opportunities in the workforce. Equal Pay Day isn't only about a paycheck, it's about every decision a woman has to make in order to have access to that paycheck." - **Assemblymember Jen Lunsford**

- "New York State has made some great strides to ensure women receive equal pay for substantially similar work. However the gender pay gap is about more than not being paid the same wage for the same job—it's also about how women are often relegated to lower paying jobs. Women's work is invaluable and yet much of it is unseen -- that's why it's so important that we come together on days like this and demand equal compensation for our labor." – **Assemblymember Amy Paulin**

NYC Council > [Download Images](#)



- **Co-Chair of the Women's Caucus, Council Member Amanda Farías**, stated, "Our society is dependent upon women providing essential services, like home care and nursing, yet the women in those jobs are not given the essential services they need. This city could not function without the care and labor women provide- so it is critical that women legislators like myself fight against this narrative that women's work is not worth equal pay. As the Co-Chair of the City Council's Women's Caucus, I will continue to fight with my colleagues so that women's true value is seen, heard, and paid."
- **Co-Chair of the Women's Caucus, Council Member Farah Louis**, stated, "Pay Equity Day is an important reminder of all the progress we have accomplished together, and all the work we must continue to prioritize. I am so proud of the Pay Equity Package we recently passed to help us achieve a more equal economy that values the work of women professionals. The work continues as we are deeply committed to staying focused on addressing the pervasive issue of pay disparities. I look forward to working with my colleagues to continue fighting for economic security and fairness for New York City women."
- "Equal pay for Equal Work! As our city embarks on a mission to enshrine equitable values in the fabric of New York City, we must take the necessary step of addressing the gender wage gap. Our City and State are in the midst of a historical change, for the first time ever the leaders of our state and city are predominately women. It's time that we take the step forward in ensuring that all women are compensated equally to their counterparts." - **Deputy Speaker, Diana Alaya**
- "We can take concrete steps to bring us closer to pay equity right now, and that's by investing in child care for all New Yorkers, fair pay for home care workers and by increasing the minimum wage," said **Council Member Alexa Avilés**. "We all know that home care for the disabled and seniors, caring for our youngest ones and minimum-wage jobs are essential to helping New Yorkers thrive, but for long enough already they've been

undervalued. Recognizing and investing in the caring economy is not only our moral obligation — it's the right economic direction to lift up all New Yorkers."

- "In order for an equitable recovery for our city, we must prioritize and promote legislation and policies to ensure economic and gender equity so that women receive equal pay for equal work. This is clearly a fight for gender economic justice and we must end pay inequity for all New Yorkers as it's unconscionable that nationwide, women are being paid on average 82 cents on the dollar compared to men," said **Council Member Julie Menin**
- "There continues to be a dire need to pursue long-lasting solutions to address persistent gender and racial pay gaps in our society. We can no longer accept incremental 'wins' only to have to come back and ask for more. Pay equity extends beyond the workplace. It means ensuring many of our city's most marginalized communities, Black and brown women, can live with dignity. Yet, total parity also means securing funding for universal childcare, and increased wages and improved benefits for care workers. This Council has the opportunity now, to flip the script, challenge the status quo, and make sure policies advancing pay parity are not only comprehensive, but permanent in our larger struggle for justice," - **Council Member Crystal Hudson**
- The pay equity gap is very real, and even in professions dominated by women, it exists. On Equal Pay Day, we demand equal pay for equal work in all fields. While it has narrowed in recent years, it remains unconscionable that in 2023 we must still rally to get what we have earned and deserve. Leaving this gap hurts not only women, but families across our city. Let 2023 be the year we do what's right and close the gap. - **Council Member Mercedes Narcisse**
- "Women shouldn't have to work ten extra weeks to make up for not being a man. We are so far beyond being okay with women earning less than men, but it still happens as a matter of course. It's outrageous that the gender wage gap still exists at all." - **CM Gale A. Brewer**
- "As we approach National Equal Pay Day, it's important to remember that women still earn less than men for doing the same job. We must take bold action to address this issue and invest in the care infrastructure, including providing higher wages and benefits for care workers. Let's not just talk about closing the wage gap, let's take real steps towards making a difference." - **Council Member Kamillah Hanks**
- "It's unconscionable that in 2023 women, and especially women of color, are still fighting for equal pay in the workplace. Now more than ever, women are taking the workforce by storm and demanding liveable wages to address the historic wage inequities," said **Council Member Marjorie Velázquez, Chair of the Committee on Consumer and Worker Protection**. "As a proud Latina who has worked in corporate finance and public service, I have experienced pay discrimination firsthand. We at the council are fighting to do better for those currently experiencing this inequality for future generations."
- "While the participation rate in the labor force has recovered for women to pre-pandemic levels, following the loss of employment for 18% of women in the U.S. during the height of the COVID-19 pandemic, women are still paid less than men. Women ages 25-54 earn 16% less than their male counterparts, and the pay gap is larger for older women. New York City has taken important steps, like recently passing salary transparency laws, but there is more to do to change a system that doesn't fully value the work of women," said **Council Member Carlina Rivera (D-02)**.
- "Not only do women get paid less than men for doing the same job, but the jobs women do more often than men are systemically subjected to depressed wages," said **Council Member Tiffany Cabán**. "Child care, elder care, nursing, teaching, domestic work, and other fields seen as 'women's work' are disparaged as 'unskilled' labor so that the majority-women workforce can be paid less. But these are the jobs that keep our city afloat,

and they require enormous skill and expertise to be done well. It is long past time we dignified these workers and did away with the gendered wage disparity."

- "While we have come a long way since we first recognized Equal Pay Day, it is clear that we still have a long way to go to eliminate the gender pay gap and ensure that a person's gender doesn't determine their worth in the workplace," said **Councilmember Sandra Ung**. "Women shouldn't have to rally every year just to ensure that our hard work is valued and compensated fairly. It is time to finally end longstanding and harmful gender wage inequality."
- "Black women in the United States are paid only 63 cents for every dollar paid to non-Hispanic white men, and are paid 17% less than their white female counterparts. This pay disparity not only affects individual Black women and their families, but also has broader implications for economic growth and equity. It is past time to ensure that women receive equal pay and opportunities as men, and that antiquated and discriminatory practices no longer hold them back. National equal pay day is a critical step toward creating a more fair and just society for all." - **Council Member Nantasha Williams**
- "As we recognize the vast contributions and celebrate the achievements of the pioneers and activists that led us to the first women-led city council, we must remember that there is still impactful work that must be done to achieve equal pay for all," said **Council Member Linda Lee**. "I am proud to join my Women's Caucus colleagues as we call for pay equity to close the wage gap in our City and change the future for all women living in New York."
- "Decades of advocacy by powerful women have helped close the gender wage gap," said **NYC Council Majority Whip Selvena N. Brooks-Powers**. "But we still have work to do. Men in New York are still paid more than women, especially women of color. This Council - the first ever majority-female Council - has passed historic legislation to empower women in the workplace, including laws to increase pay transparency and direct resources to child care. I have recently introduced a bill - Intro 907 - to further improve pay equity in the City by extending transparency laws to non-wage compensation. We will continue to prioritize pay equity and fight for every woman in New York's workplaces."

Organizations and Individuals



[> Download Images](#)

- Equal Pay Day is important because women are important. Today is about raising awareness of gender pay gaps and realizing we have an opportunity to continue taking the positive steps needed to end the inequality that has persisted for centuries. We have made great strides, but still have a long way to go. - **Gloria Middleton, President of CWA Local 1180**
- Equal pay in New York is within our reach, but only if we value women and their work. When we raise wages and strengthen laws for care workers and low-wage workers, we help close the wage gap for all women, which in turn benefits all in our families and communities. - **Ana L. Oliveira, President & CEO, The New York Women's Foundation**
- The gender pay gap is still significant with women earning only 82% of what men earn on average. Women of color face an even larger pay gap, with black women earning 63 cents, Native American women earning 60 cents, and Latina women earning just 55 cents. This wage gap results in reduced social security and pension

benefits over a lifetime. Let's work together to advocate for policy changes and close the gender pay gap for all women. - **National Coalition of 100 Black Women, Inc. (NCBW) Manhattan Chapter**

- Equal Pay for equal work for women is not just about economic and financial security. It is about securing the same dignity and respect that women, and especially women of color, have been denied for ages for their work and their contributions. – **Emerita Torres, Vice President of Policy Research and Advocacy, Community Service Society of New York.**
- All women deserve equal compensation for equal work. Join us on Equal Pay Day as we fight to close the wage gap for all women. Change is possible and progress is essential and unions can lead the way. Union Women's Equal Pay Day is celebrated in February - an entire month earlier than Equal Pay Day because the wage gap is 40% less for unionized women. It's clear, unions help level the playing field and bring full pay equity for all women closer to reality. - **Rebecca Damon, SAG-AFTRA, Executive Director, New York Local, Labor Policy and International Affairs**
- Progress in closing the pay gap has slowed significantly, despite more women attending college — and pay for Black and Hispanic women lags even further behind, according to a recent Pew Research Center report. The Junior League of Schenectady and Saratoga Counties is committed to supporting initiatives to help close the gap. - **Denise Murphy McGraw, President, Junior League of Schenectady & Saratoga Counties**
- There is no replacement for putting justly earned money into the hands of women. No tax credit, refund, discount, or program will ever be more effective at ending poverty than paying women equally and fairly for their labor. Pay women. - **Katelyn Galbraith , Chair, New York State Public Affairs Committee of the Junior Leagues**
- This Equal Pay Day, **Human Services Council** remains more committed than ever to fighting for wage equity for all the essential workers who keep our city and state moving," said Na'ilah Amaru. "Women in New York have led our fight against COVID-19, welcomed asylum-seekers with open arms, and serve our neediest neighbors - all with unacceptably low wages. That ends today, as women all over the city, state, and country band together to demand something fairer and better.
- "Equal pay isn't just a women's issue, it's a human issue. Women 's work must be recognized and paid equally with that of men. Women should not have to work longer than men each year just to make the same income. Women must be recognized as equal contributors to the workplace and society and must be able to earn fair wages to support their families. It's time to recognize the value of women's work and end wage inequality once and for all." - **GENDER EQUALITY LAW CENTER**
- Just because it has been traditionally considered women's work, doesn't mean that it shouldn't be fairly compensated for the skills and responsibilities required. Do you think that the reason we have a shortage of childcare workers, home care workers and nurses might be that they are not being paid what they are worth? With our rapidly aging population we need Fair Pay 4 Homecare NOW. - **Homecare workers deserve a living wage. Barb Thomas, Saratoga Springs**
- "Equal Pay Day stands as an important reminder that the predominantly female workforce in New York's early childhood sector is underpaid and underappreciated and that their comparatively lower salaries and benefits are a legacy of discrimination against the caring professions whose work is often performed by women and particularly women of color." said **Gregory Brender, Chief Policy and Innovation Officer at Day Care Council of New York and a member of the Empire State Campaign for Child Care Executive Team** "Now is the time for Governor Hochul and the State Legislature as well as leaders in local and county governments throughout the State to invest directly in the early childhood workforce and move salaries for early childhood teachers, providers, directors and support staff to parity with their counterparts in public schools."

CHILD CARE FOCUSED TWEETS

- It's no coincidence that NY's #childcare workforce is made up of 96% women & earns less than 97% of occupations in the state. On #EqualPayDay, we're calling for a \$1B investment to raise their compensation in this year's budget. #EqualPayNY @PowHerNY

- Poverty wages for #ChildCare workforce has ripple effects, causing mothers to struggle to find care to meet their families' needs so they can work. On #EqualPayDay, @EmpireStateCCC calls for a \$1B investment in their pay in this year's budget. #EqualPayNY @PowHerNY
- Low pay for #ChildCare educators & high costs for families are 2 sides of the same coin. Care is a public good taken for granted in our economy. A \$1B investment in the #ChildCare workforce will benefit women who work in & rely on child care. #EqualPayNY @PowHerNY @EmpireStateCCC
- Our underfunded #ChildCare system leaves women carrying the burden, w/ the workforce experiencing high rates of depression and food insecurity while struggling to make ends meet. NYS must invest \$1B directly for #ChildCare workforce to end this cycle #EqualPayNY #EqualPayDay

2023 MESSAGING

In addition to calling for new laws to ensure companies provide equal pay, on 2023 Equal Pay Day, the PowHerNY Network is focusing on the Budget and is asking leaders and advocates to support greater funding in the NYS Budget for Child care, Fair Pay for Home Care workers, increasing the minimum wage. These solutions would address the root causes of the wage gap which include the lack of child care and the low pay for care professionals and other jobs typically done by women.

The Value of Women's Work: Because the majority of women and men work in different jobs, the wage gap is also the result of the jobs that have been most available to women which are paid less than those of men, despite being essential, demanding, and requiring great skill and responsibility. **These jobs are devalued and underpaid because women do the work.**

PowHerNY is calling for support of these BUDGET PRIORITIES:

Investment in the early childhood workforce in the NYS Budget:

- **Recommendation Short-term:** \$1 Billion for a workforce compensation supplement of \$12,500 for every provider this year

Wage Adjustments for Home Care workers:

- **Recommendation: Pass S.5373/A.6329 - Fair Pay 4 Home Care** would fund a living wage for home care workers, predominantly WOC and immigrants.

Raise the Minimum Wage and Index it to cost of living:

- Pass the [Raise the Wage Act](#)

Equal Pay for Equal or Substantially Similar Work: Equal Pay for Equal Work addresses situations in which men and women do the same work. New York has tackled this direct gender and race wage discrimination through a decade of legislative reforms including banning salary history and, last year, the salary range disclosure laws in NYC and NYS. **Yet, many employers continue to pay unequally. That is why PowHerNY is calling for:**

Reporting of equal pay data by New York companies, especially state contractors.

- Pass and Sign [Comrie S636](#) which was passed 12/22 but **VETOED by Gov. Hochul**. It will amend the business corporation law and the limited liability company law, in relation to requiring certain companies and corporations to report certain data regarding the gender, race and ethnicity of their employees
- Pass and sign [Hoylman S2481/Glick](#) which was passed 12/22 but **VETOED by Gov. Hochul**. It requires state contractors to disclose data on the gender, race, ethnicity, job title, and salary of employees performing work on state contracts.

EQUAL PAY STATS

This year we will be sharing "all earners" stats (calculated based on earnings data for full time year-round workers *PLUS* part time and part year workers) and the wage gap numbers for full-time, year-round earners alone. These numbers are based on U.S. Census Bureau 2021 earnings data released in 2022.

	New York State full-time workers only	National - full-time workers only	New York - full-time PLUS part-time workers	National - full-time PLUS part-time workers	Equal Pay Day
All Women	85.7¢	84¢	74¢	77¢	March 14
Black**	65	67	63.2	64	July 27
Latina**	58.1	57	49.3	54	October 5
Native American**	56.4	57	45.6	51	November 30
Asian American**	85.2	92	69.2	80	TBD
LGBTQAI+ persons	Coming soon	Coming soon	Coming soon	Coming soon	June 15, 2023
Mothers***		74		62	August 15

Source Note: What a woman makes for every dollar a man makes is the ratio of women's and men's annual median earnings (1) for full-time, year-round workers and (2) for all workers with earnings, including part-time and part-year workers. Figures for women overall by state calculated by NWLC are based on [2021 American Community Survey Data](#). Figures for Black women; Latinas; Asian women; Native women; Native Hawaiian and Other Pacific Islander women; and white, non-Hispanic women calculated by NWLC are based on 2017-2021 American Community Survey 5-year estimates. For the purposes of this analysis, D.C. is considered a state.

Note: Equal pay figures for groups of women are the only days that compare that group of women to the earnings of white, non-Hispanic men.

Note: **Explanation of how pay is compared can be found here:** [The Simple Truth, AAUW](#)

RESOURCES:

[Women Earn Less Than Men Whether They Work in the Same or in Different Occupation March 2023 - IWPR](#)
[Closing the Wage Gap for All Women - NPWF](#)

[Women of Color Lose Billions Each Year Due to White Supremacy and Sexism in the Workplace \(nationalpartnership.org\)](#)

LETTER TO THE EDITOR

Please consider sending a Letter to the Editor (LTE) to your local media outlet!

If you have questions, please contact at info@powherny.org

- **SAMPLE LETTERS:** We have included a sample letter below. You can use it as is, or please feel free to adapt it with additional or different information that you want to emphasize.
- Newspapers generally have instructions for Letters to the Editor on their websites. They also have different word count limits and different submission deadlines, so please check.
- **FIND YOUR LOCAL PAPER:** Here is a link to papers across the state:
<https://www.nationalpopularvote.com/writing-letter-editor-new-york-state>
- **TO ADD INFORMATION ABOUT A GROUP OF WORKERS:** See the chart below for stats on various groups.

SAMPLE LETTER TO THE EDITOR: 339 words

March 14th, National Equal Pay Day, is the symbolic date when women's wages for full-time work equal the wages earned by full-time working men in the prior year. Calculated on 2021 data, that's 88.7 cents for New York and 84 cents on the dollar nationally. With part-time workers included, that drops to 77 cents to the dollar.

But equal pay is only one part of the problem. The gender wage gap also persists because the traditional type of work available to many women, caregiving in particular, is severely undervalued. To get serious about addressing wage inequality, we must tackle this root cause of the wage gap. New York has the opportunity to take bold action now.

Solving the persistent problems of the early childhood workforce will take time, but one immediate action is to fund \$1 Billion for a workforce compensation supplement of \$12,500 for every provider this year in the state budget.

Home care workers, many of whom are women of color, immigrants and/or those living in rural communities, earn minimum wage for a strenuous job which requires training and licensing. Legislators must pass The Fair Pay 4 Home Care Bill (S.5373/A.6329) that funds a living wage for these essential workers.

Another legislative proposal that would make a real difference is the Raise the Wage Act that increases the minimum wage and ties it to inflation. This act would secure much-needed wage increases for almost 2.9 million workers.

If women in all job categories in New York State got equal and fair pay, it would reduce the strain put on county social services. Equal and fair pay would allow them to save for retirement, improving the quality of life for seniors and reducing costs for society as a whole.

NY is facing a massive shortage of care workers and other essential frontline workers. Equal and fair pay would begin to address that need. Governor Hochul and the Legislature have the power to make the kind of changes right now that will lift these workers out of poverty and reward their hard work fairly.

