

WHAT IS THE GENDER WAGE GAP?

The Gender Wage Gap is the difference between women and men's median earnings.

WHAT IS EQUAL PAY?

Equal Pay means that women and men receive equal pay when doing the same job.

WHAT IS PAY EQUITY?

Pay Equity refers to comparing work of equal value, that means comparing pay and value of different jobs.

Nationally, on average,

**WOMEN
EARN 80 CENTS
ON EVERY DOLLAR
A MAN EARNS.¹**

Locally, in the Columbus Metro Area, women on average earn a median income of

**74% OF MEN'S
MEDIAN EARNINGS.**

In Franklin County, women earn an average of 79% of men's median income.²

Nationally,

**LATINAS
EARN JUST 54 CENTS**

for every dollar paid to White, non-Hispanic men, African American women earn 63 cents, White women earn 75 cents and Asian American women earn 85 cents.³

THE WOMEN'S FUND OF CENTRAL OHIO

We are fiercely committed to igniting social change for the sake of gender equality. We spark conversations, connect people and organizations, and influence the opportunity for economic empowerment and leadership for women and girls. We provide the research to inform and affect policy, the tools to disrupt social norms, and the grants to build capacity; all while creating a community of change-makers.

CALLS TO ACTION

• SUPPORT LEGISLATION TO ELIMINATE THE GENDER WAGE GAP

- Senate Bill 174 – FAIR Act introduced by Senator Charleta B. Tavares requiring employers to substantiate pay differences—for causes other than seniority, merit, or quantity or quality of employee production—with legitimate job-related or skill-based reasons.
- House Bill 180 – Ohio Equal Pay Act introduced by Representative Stephanie House and Representative Kathleen Clyde requires businesses who contract with the state to obtain an Equal Pay Certificate.

• CONDUCT IMPLICIT BIAS AND GENDER NORMS TRAININGS AT WORK AND IN SCHOOLS

• SUPPORT THE COLUMBUS WOMEN'S COMMISSION EQUAL PAY PLEDGE

• REMOVE THE PRACTICE OF ASKING FOR SALARY HISTORY

• IMPLEMENT DIVERSITY AND INCLUSION INITIATIVES OR PROGRAMS

• DOWNLOAD THE GENDER BY US™ TOOLKIT AND HOST A CONVERSATION

For more information, visit our website at womensfundcentralohio.org

A GENDER-BASED WAGE GAP CONTINUES TO HARM WOMEN – and it is particularly damaging for Latinas

Latina Equal Pay Day symbolizes how far into the year Latinas must work to earn what White men earned in the previous year. 11 EXTRA MONTHS, ALMOST AN ENTIRE YEAR.

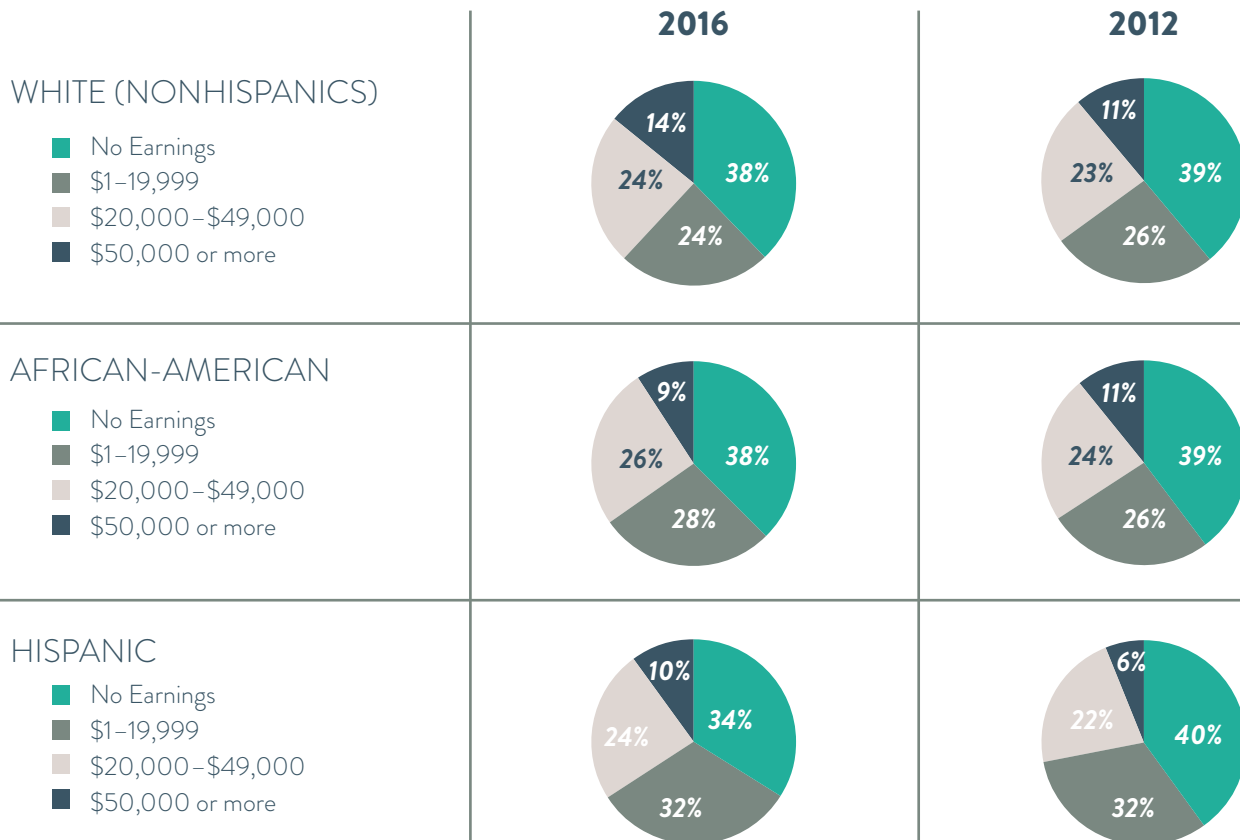
If the gender wage gap were eliminated, on average, a Latina working full-time, year-round would have enough money for approximately:

*More than three additional years
of child care⁴*

*3.7 year's worth
of food for her family⁵*

*More than 27 additional
months of rent⁶*

EARNINGS OF WOMEN IN THE COLUMBUS MSA (by race and ethnicity)



Estimates of economic security differ greatly by race and ethnicity, with a higher percentage of minority women in the lower income bracket. Women earning \$20,000–\$49,000 are likely living in poverty and women earning less than \$20,000 are at or under the 200% poverty line. From our updated Womenomics (2013) research we see that the number of Latinas in Ohio earning less than \$20,000 has not budged in 6 years with 32% of Latinas living under the 200% poverty line. The percentage of white women estimated to making \$50,000 or more is almost 5% more than the percentage of Hispanic women. As a group, Latinas are more likely to be earning less than the federal poverty guideline for a parent with two children.

1. "Income, Poverty, and Health Insurance Coverage in the United States." Proctor et al., 2016

2. Analysis of 2014 American community survey data for Franklin County, OH.

3. "The Simple Truth About the Gender Pay Gap: Spring 2017 Edition." AAUW, 2017.

4. Tercha, J. (2017, February). Personal communication. (Research Analyst, Child Care Aware of America).

5. U.S. Bureau of Labor Statistics. (2016, September). Consumer Expenditure Survey, Table 1800. Region of Residence: Annual Expenditure Means, Shares, Standard Errors, and Coefficient of Variation, 2015.

Retrieved 7 March 2017, from <http://www.bls.gov/cex/2015/combined/region.pdf> (Unpublished calculation)

6. Ibid.