

COUNTDOWN TO EQUAL PAY DAY, APRIL 2016

Equal Pay Day is the symbolic day when women's earnings "catch up" to men's earnings from the year before. It takes three extra months each year, thanks to the gender pay gap.

See below for some action items you can take as part of the countdown to Equal Pay Day 2016...

LEARN:

- Read any (or all!) of the following books:
 - Lilly Ledbetter's book, *Grace and Grit*
 - Dr. Evelyn Murphy's book, *Getting Even...*
 - *A Woman's Guide to Successful Negotiating* by Lee E. Miller and Jessica Miller
 - *Play Like a Man/Win Like a Woman* by Gail Evans
 - *Women Don't Ask and Ask for It* by Linda Babcock and Sara Laschever
- Learn what other cities/states are doing about anti-retaliation protection for workers.
- Find out more about Seattle mayor's \$1 million study to equalize opportunities in city departments. <http://murray.seattle.gov/wp-content/uploads/2014/04/Gender-Equity-In-Pay-Task-Force-Report.pdf>
- Order a copy of the Senate and House versions of the Paycheck Fairness Act and read it.
 - <https://www.congress.gov/bill/114th-congress/senate-bill/862>
 - <https://www.congress.gov/bill/114th-congress/house-bill/1619>
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- Order a copy of the End Pay Discrimination through Information Act:
 - <https://www.congress.gov/bill/114th-congress/senate-bill/83>
- Learn the lingo re salary negotiation... "here's our offer" vs. "here's our final offer"; use the phrase "salary range"; talk about "career development" vs. "raise". Learn this at the \$tart \$mart/Work \$mart Workshops <http://www.aauw.org/resource/how-to-bring-start-smart-to-your-campus/>
- View AAUW Scottsdale's DVD about Lilly Ledbetter's visit in 2010. Contact AAUW Scottsdale Public Policy chair. www.aauwscottsdale.org
- Learn the pay equity dance <https://www.youtube.com/watch?v=O1wQxIAnKeg>
- Learn about the intake process with the Equal Employment Opportunity Commission (EEOC) <http://www.eeoc.gov/employees/howtofile.cfm>
- Learn about the history of Equal Pay Day: www.pay-equity.org/day.html

EDUCATE:

- Speak out and speak up! Silence means you condone the situation.
- Tell someone April 14th is Pay Equity Day and explain what that means. <http://www.aauw.org/fairpay/>
- Host a book group to discuss one of the books listed above.
- Start a blog or newsletter about pay equity
- Sponsor an essay contest for people to answer: "What would I do with an extra 22% in my salary each year? What does equal pay for equal work mean to me?"
- Talk to your daughter and/or granddaughter as to why this is important
- Write an op-ed about pay equity
 - AAUW's how-to resource can guide you! www.aauw.org/resource/how-to-write-an-op-ed/
 - An AAUW board member can read a draft of your op-ed and provide feedback before you submit it to your local paper.
- Order copies of "The Simple Truth about the Gender Pay Gap" to distribute at community events. <http://aaaw.source4.com/b2c/ProductInfo.asp?Category=4303&itm=105513> 2015 edition available in March 2015.
- Put these ideas in your organization's newsletter, on website, etc.
- Create bookmarks with info on the gender pay gap and distribute at your book clubs.

- Educate yourself as to what an EEOC Investigator does

ACT

- **Wear RED on Equal Pay Day to symbolize how far women and minorities are “in the red” with their pay!**
- Contact Sen. McCain’s office (call 202.224.2235) to find out why he opposes the Paycheck Fairness Act
- Contact Sen. Flake’s office (call 202.224.3121) to find out why he opposes the Paycheck Fairness Act
- Contact your individual House member (call 202.224.3121) to find out his/her position on the Paycheck Fairness Act. If your representative supports the Paycheck Fairness Act, say thank you! If your representative opposes the bill, ask why.
- Bake a cake or cookies and cut about ¼ off to represent the 22% wage gap.
 - For extra emphasis, deliver this baked good to your legislators’ offices to urge their support for pay equity legislation! Find out how to plan a successful delivery here: www.aauw.org/resource/how-to-make-a-delivery-to-an-elected-official
- Ask your favorite restaurant, store, etc. to give women a 22% discount on Equal Pay Day
- Stage a pay equity flash mob <https://www.youtube.com/watch?v=YpzlaAOSJRQ>
- Keep a journal about your work accomplishments throughout the year so you can successfully advocate for a raise.
- Help someone role-play for a salary negotiation conversation.
- Donate to the AAUW Legal Advocacy Fund which works to challenge sex discrimination in the workplace and higher education. The Fund provides organizational and financial support to women challenging sex discrimination in the courts.
- Give a “shout-out” and recognize a business which does a gender pay audit.

ORGANIZE

- Have a “brown bag” luncheon at your office to discuss the wage gap. Specific items of discussion could include:
 - Read “The Simple Truth about the Gender Pay Gap” (AAUW research) to understand how the average pay gap for women nationwide (22%) is statistically derived.
 - Discuss the personal cost of the wage gap to women in AZ
 - Discuss how the gender pay gap in Arizona differs across the state: www.aauw.org/files/2014/09/Arizona-Pay-Gap-2014.pdf
- Order Equal Pay Stickers to distribute to any women you encounter on April 14, 2015 <http://bit.ly/UpcomingPolicyEvents>
- Order Equal Pay buttons/shirts from various internet sources
- Plan a panel discussion with various reps from AAUW, EEOC, LWV, etc.
- Start a WAGE (Women Are Getting Even) club
- Join with other organizations and get an Equal Pay Proclamation from the Governor and Mayor.
 - Sample proclamation available here: www.aauw.org/resource/equal-pay-day-proclamation/
- Organize a \$tart \$mart salary negotiation workshop for graduating female students on your campus
- Organize a Work \$mart salary negotiation workshop for working women

KEY WEBSITES

- Follow AAUW on Facebook (www.facebook.com/AAUW.National) and Twitter (www.twitter.com/AAUW) to get the latest updates about equal pay
- Sign up to be an AAUW Two-Minute Activist so you can take action on equal pay and other issues important to women and girls: www.aauw.org/actionnetwork
- Go to www.salary.com to see what your salary range is in your particular industry sector. Be sure to put in Phoenix as the location.
- Visit <http://www.pay-equity.org/cando-audit.html> and conduct an Employer Self Audit Equal Pay Survey
- Learn about a new tool called EDGE (Economic Dividends for Gender Equality Certification) – signifying to consumers, job seekers, and even investors that a company gets it, understanding that gender equality translates into business success <http://www.edge-cert.org/>

- Check AAUW's website (www.aauw.org) and AAUW's advocacy how-to-guides (www.aauw.org/resource/advocacy-how-tos-guides) to get lots more ideas!!
- Learn what the AZ Dept. of Labor/Division of Compliance does (http://www.ica.state.az.us/Labor/Labor_WagCIm_main.aspx)
- Visit www.shenegotiates.com website
- Visit www.equalpaynegotiations.com website
- Visit the "Take the Lead" website <http://www.taketheleadwomen.com/> Jump start your career with the Close the Gap App from Take the Lead <https://closethegapapp.com/>