

## What are You Doing this Year to Mark Equal Pay Day?

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AAUW believes that pay equity and equal employment opportunity are matters of simple fairness. We know that on the average, women earn about 80 cents for every dollar men earn. Started by the National Committee on Pay Equity (NCPE) in 1996, the goal of Equal Pay Day was to raise awareness about the gender wage gap.

Each year this date symbolizes how far into the year women must work to earn what men earned in the previous year. The date normally moves earlier each year as the wage gap closes, as women's average wages rise faster than men's. Equal Pay Day was traditionally a Tuesday in April, but happily, in 2021, the date was March 24, meaning that things had improved. And this year the news is even better – all women in the aggregate will reach parity with all white men on March 15, 2022. Better, but we're still not there.

On June 10, 2021, the Paycheck Fairness Act, which had passed the House of Representatives and amends the Fair Labor Standards Act of 1938 by providing more effective remedies to victims of wage discrimination based on sex, was filibustered in the Senate on a 49-50 vote. Now is the time to let your elected officials know how you feel about this failure to codify pay equity.

AAUW Branches throughout the country have marked this day with activities that highlight the wage gap. Here are some suggestions for things your branch can do.

- Write your representatives in Congress to encourage them to support the Paycheck Fairness Act.
- Encourage your local city council or county board of supervisors to issue a proclamation in support of pay equity.
- Wear Red to symbolize that women's paychecks are "in the red" when compared to men.
- Write a letter to the editor of your local paper or offer to submit an op-ed.
- Share a timely post on social media to spread awareness.
- Hold an event on your local campus and offer cookies to women that are proportionately smaller than the ones you offer to men. Also invite participants to become student affiliate members of AAUW.
- Invite community members to an "unhappy hour."

Whatever you decide to do, start planning now. We can't wait for equal pay!

You can get more information and samples of proclamations and letters from the [National Committee on Pay Equity](#). You can also find out more on AAUW National's website on Pay Equity at <https://www.aauw.org/resources/article/pay-gap-faqs/>.