

Equal Pay Day

3-24-2021

In the US, for every **dollar** paid to White men employed full time, year-round:



Latina women were paid **54 cents**



Native American women were paid **57 cents**



Black women were paid **62 cents**



White women were paid **79 cents**



Asian American women were paid **90 cents**

Systemic Recommendations & Resources:



Promote Equal Pay Day and increase awareness about unconscious bias and how it impacts salary negotiations and perpetuates pay inequities



Conduct and publish a **study of staff salaries**, including analysis by gender and ethnicity.



Educate hiring managers about AB 168 that prohibits employers from inquiring into an applicants' salary history or using it as a factor to set salaries as well as PPSM 30 that eliminates the 25% annual salary increase limit.



Publicize enforcement mechanisms and how violations of AB 168 and PPSM 30 should be handled.



Create a **transparent review process** and access to information.

Resources:

Staff Ombuds Office
510-642-7823

#EqualPayDay
Coalition Toolkit

Glassdoor: How to
Negotiate Your Salary