

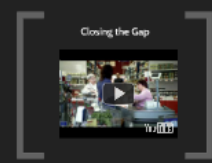


Myths of Wage Gap

- women make 77% of what men make
- "more men choose to be engineers versus women choose to be social workers"
- men put in more hours
- when married women make same career and educational choices: 94% same earnings (SDI)
- women do not ask for more money for fair salary

Gender Wage Gap Over Time

- Equal Rights Act (1963) - it stated sex discrimination and extension should not be based on gender
- Civil Rights Act 1964
- Paycheck Fairness Act - 19 year requirement on under pay
- Pay Equity Act 1988 prohibits sex-based wage discrimination between men and women in the same establishment who perform jobs that require equal skill, effort, and responsibility



POV of Wage Gap

- Marsha Banks - discrimination and sexism that creates men to be better paid and perceived more than women
- Dr. Wilson - female men are working to take on certain jobs that women are not
- Why not just hire women?



What is the wage gap?

- statistical indicator to compare
- women's earnings relative to men's
- measured as the ratio of the average annual wage for men to the average annual wage for women
- prior generally not subject to race or sex-based discrimination

Wage Gap 101: Pay Equity

- Pay Equity means pay for equal work is performed
- Pay equity is a part of the solution to wage gap

Medical Field Wage Gap

- in a 25-year career, female physicians will lose a total of \$2.7 million on average
- income equity gap between practitioners men \$1.64 for every \$1
- difference in male vs female physician salary:
 - men: \$13,600
 - women: \$10,700
- 70% of women believe it is possible to rid of wage gap

Medical Field Wage Gap

- female's comparative salary:
 - choosing similar firms
 - greater flexibility
 - spend more time seeing patients than men
 - women tend to focus in less well-paying specialties (pediatrics, obstetrics/gynecology, and hospital-based specialties)
 - number of breaks (full-time/part-time)

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Gender Wage Gap



By, Casandra Garcia

What is the wage gap?

- statistical indicator to compare
 - women's earnings relative to men's
 - earnings of other races and ethnicities to those of white males
- a group generally not subject to race- or sex-based discrimination.

Wage Gap Vs. Pay Equity

- Pay Equity: equal pay for equal work performed
 - Pay equity is part of the solution for wage gap



By Cassiochi Garcia

Myths of Wage Gap

- women make 77% of what men make
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Gender Wage Gap Over Time

- Equal Rights Act (1963) - it stated sex discrimination and extension should not be based on gender
- Civil Rights Act (1964)
- Paycheck Fairness Act - 19 year requirement on under pay
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Closing the Gap

Is it really a wage gap or is it the choices men and women make in their careers?

POV of Wage Gap

- Marsha Banks - discrimination and sexism that creates men to be better paid and perceived more than women
- Dr. Wilson Fordell - men are willing to tolerate certain jobs that women are not
- Why not just hire women?

Medical Field Wage Gap Continued...

- Medical Assistant vs. Nurse Practitioner
- Women doing a higher paying job in health care than men doing a lower paying job in health care
- Why not just hire women?
- women comparing their job to men's jobs

What is the wage gap?

- statistical indicator to compare
- women's earnings relative to men's
- measured as the ratio of women's to men's earnings
- pay gap generally not subject to race or sex-based discrimination

Wage Gap 101: Pay Equity

- Pay Equity means pay for equal work is performed
- Pay equity is a part of the solution to wage gap

Medical Field Wage Gap

- in a 25-year career, female physicians will lose a total of \$2.7 million on average
- income equity gap between practitioners men \$1.64 for every \$1
- difference in Male vs Female Physicians Salary:
 - Male: \$13,600
 - Female: \$10,700
- 10% of women believe it is possible to rid of wage gap

Medical Field Wage Gap

- female's comparative salary:
 - choosing similar terms
 - greater flexibility
 - spend more time seeing patients than men
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