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STATEMENT IN SUPPORT OF BLACK WOMEN'S EQUAL PAY DAY 2022

September 12, 2022

Pay discrimination is a serious economic issue in all sectors of the American workforce. It contributes to persistent income instability and robs Black Women of rightful wages and the ability to accrue generational wealth.

Black Women's Equal Pay Day 2022 is Wednesday, September 21st.

Here are the facts about Black Women in the American workforce:

- Black Women have the highest labor force participation rate of all working women.
- Black Women have to work 19 months to be paid what the average white man with the same position and education takes home in 12 months.
- Controlling for education, Black Women with advanced degrees³ have median weekly earnings less than white men with only a bachelor's degree.
- Over a 40-year career, Black Women in Ohio would lose over \$800,000 compared to white, non-Hispanic men.

A Commitment Forward

In honor of Black Women's Equal Pay Day 2022, we are calling upon your company to bring equity and salary transparency at all levels of your organization.

SOURCES

1. "5 Facts About Black Women in the Labor Force" | US Department of Labor
2. "Black Women & The Pay Gap" | American Association of University Women
3. "5 Facts About Black Women in the Labor Force" | US Department of Labor
4. "The Lifetime Wage Gap By State For Black Women - National Women's Law Center" | National Women's Law Center

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Organization Goals To Increase Equity for Black Women:

- Hire external equity consultants to create clear and transparent equity goals to foster and support an anti-racist and anti-misogynistic workplace;
- Analyze both race and gender together when setting representation, salary and recruitment/retention targets; and
- Eradicate race and gender-based salary disparities between equally positioned employees through formal, third-party data-backed analysis, specifically focusing on Black Women

We recognize that through this first step, we can invest resources back into the livelihoods and careers of Black Women in Northeast Ohio - they are our co-workers, professional colleagues and rising leaders.

A Call To Action

Share your commitment to salary transparency and equity for Black Women in Northeast Ohio, by:

- Signing and publicizing this letter with the hashtag **#BlackWomenEqualPayCLE** and joining the national conversation
- Sending your signed copy to Enlightened Solutions



NAME ORGANIZATION DATE

To eradicate race and gender pay disparities - we must start with a single step.

Join us,

Chinenye Nkemere
Chinenye Nkemere
Co-Founder
Director of Strategy

Bethany Studenic
Bethany Studenic
Co-Founder
Managing Director