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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 degrees<sup>3</sup> 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

@WorkEnlightened | enlightened-solutions.com | hello@enlightened-solutions.com



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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



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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