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Black Women's Policy Center (BWPC), Women and Girls Foundation (WGF), and YWCA Greater Pittsburgh (YWCA GP) launch a collective pay equity campaign to close the gender pay gap in the Pittsburgh region.

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Pittsburgh, PA – Responding to a 15-year stagnation in closing the gender pay gap, and the major setbacks to women's gains in the workplace during the COVID-19 pandemic, Black Women's Policy Center (BWPC), Women and Girls Foundation (WGF), and YWCA Greater Pittsburgh (YWCA GP) have created a regional partnership to advocate for structural change to close that gap. Our work will focus on bringing attention to the compounding effects of structural racism and sexism on the earning potential for women of color.

When all races are considered, American women only make 82% of men's earnings. To bring attention to this disparity, we come together to acknowledge women's Equal Pay Day every March. Women had to work until March 23, 2021 to earn as much as a man did in the calendar year of 2020. However, this date does not demonstrate the much larger income inequality experienced by Black, Latina, and Native women: their Equal Pay Days come much later in the year.

Equal Pay Day 2021

- Black Women: August 3rd, 2021
- Native Women: September 8th, 2021
- Latina Women: October 21st, 2021

"This partnership brings immense value because we each center and prioritize women not just in policy, but in everything we do" said **Rochelle Jackson, Founder of Black Women's Policy Center**. "This partnership will uplift the voices of women of color through our focus on the intersectionality of gender and race, specifically with regards to pay equity."

Occupational segregation and differing value on different work, has many implications on the continued pay gap. We must place greater value and increase pay for the jobs in which women are more represented, such as caregivers, educators, and health aide workers.

"Wage gaps are a direct result of a system built on historic racism, sexism, and economic inequities. COVID-19 exposed our current system for being inequitable, inefficient, unhealthy, and unjust." said **Heather Arnet, CEO of the Women and Girls Foundation**. "We look to engage lawmakers and the broader community in courageous conversations about the intersections of race and gender and the need to center women of color in economic recovery efforts."

Launching on Black Women's Equal Pay Day, this campaign will convene a multi-sector steering committee to develop a pay equity agenda that results in concrete steps for eliminating wage inequities by gender, with an emphasis on the specific inequities experienced by women of color.

"As a collective, we can highlight the stark disparities for Black, Latina, and Native women and the implications that has on families, financial stability, health and well-being, and wealth accumulation," said **Angela Reynolds, CEO of YWCA Greater Pittsburgh**. "Most importantly, we are aligning our individual advocacy work to target specific policies and systems change to move towards ending the wage gap. Our work is stronger together."

We invite you to join us as we develop a targeted strategy for removing wage gaps in our region and to center women of color in the pay equity agenda.

Learn more at ywcapgh.org/EqualPay