



LEVEL UP

GREATER PITTSBURGH PAY EQUITY CAMPAIGN

TAKE THE PLEDGE

THE LEVEL UP CAMPAIGN WILL BE ASKING ORGANIZATIONS THROUGHOUT THE PITTSBURGH REGION TO TAKE THE PAY EQUITY PLEDGE. THIS PLEDGE WAS DEVELOPED BY A WORKING COMMITTEE OF LOCAL BUSINESSES, NONPROFITS, AND ORGANIZATIONS DEDICATED TO RACIAL, GENDER, AND ECONOMIC JUSTICE.



THE PROBLEM:

The gender pay gap remains an ongoing issue throughout the U.S. In response to the 15-year stagnation in closing the gender pay gap and recent setbacks in women's achievements throughout the workplace

OUR PURPOSE:

YWCA Greater Pittsburgh (YWCA GP), Black Women's Policy Center (BWPC), and Women and Girls Foundation (WGF) created a regional partnership to combine their efforts in advocating for the structural changes needed to close that gap. The campaign focuses on the gender pay gap through the lens of the intersection of race and gender.

VISIT WWW.BLACKWOMENSPOLICYCENTER.ORG/PAY-EQUITY AND TAKE THE PLEDGE

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OUR OBJECTIVES :

The collaborative has convened a multi-sector network to develop an agenda for gender pay equity. This includes:

Establishing a steering committee to help guide the systems change agenda.

Raising awareness of the gender pay gap, particularly differentials by race and ethnicity.

Advocating for sustaining and expanding current actions that are working to close the gap.

Identifying systems change efforts that are needed to remove barriers to pay equity.

Promoting the organization's pledge to achieve pay equity (see below).

Hosting roundtables to discuss the pledge, identify challenges to implementation, and highlight model practices in progress toward gender pay equity.



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WHY A JOINT CAMPAIGN FOCUSED ON THE INTERSECTION OF RACE AND GENDER?

The gender pay gap has remained steady over the past 15 years, with women earning 82% of men's earnings. This figure, however, misses continuing and stark disparities by race with Black, Native, and Latina women at 63%, 60%, and 55%, respectively. Disparities for Black women are even greater within our region.

Annually in March, we recognized Women's Equal Pay Day. Equal Pay Day is not the same for all women. In recent years, nationally it is in August for Black women, September for Native women, and October for Latina women. As part of the campaign, we are shedding light on the racial inequities that are within the gender pay gap by elevating the voices of Black, Native, and Latina women.

Occupational segregation and differing value on different work, namely the lower value of the work that supports our economy, has many implications for the continued pay gap. We must move to place greater value and pay for the jobs in which women are more represented.

- Women have been greatly impacted by the pandemic.
- Women of color are more vulnerable to living in poverty.
- Women are the primary caregivers.
- Women of color are more likely to be the primary if not sole breadwinners.

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