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April 15, 2016

Earn Less, Pay More: Raw Deal.



On average, women make \$0.79 for every \$1 a man makes. **What if women paid just 79 cents on the dollar for everything?**



Cost to him:
\$80,000
(MSRP, Tesla Model X)

Cost to her:
\$63,200



Cost to him:
\$208,266
(Median sale price, U.S.,
[Zillow](#), accessed 4/12)

Cost to her:
\$164,530

In California, our legislators are already hard at work to reduce the wage gap because they know it helps us all.

Mckinsey believes the U.S. could add up to \$4.3 trillion in annual GDP:

- 1995, [CA law](#) passes banning gender discrimination in service pricing (Jackie Speier)
- 2015, [CA passes](#) one of the nation's strictest equal pay bills (Hannah-Beth Jackson)
- 2016, [CA votes](#) to raise the minimum wage to \$15 by 2022

Underway: the California Women's Legislative Caucus, in conjunction with Equal Rights Advocates, has been working on the **A Stronger California** agenda. It [includes bills](#) in support of economic equality.

Eliminating pay inequality will require strong women legislators.

Support recruiting. Support ctgCA.



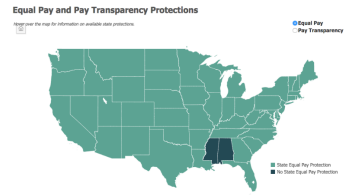
Great resources and research on the wage gap:

But that's not gonna happen. **Here's the right**

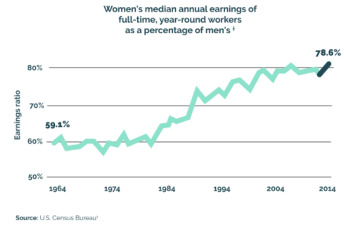
way to solve the problem:

- **Enforce "equal pay for equal work".** Increase transparency and add teeth to equal pay protections. Make discrimination easier to spot. Strengthen victims' claims in court.
- **Better family-work policies.** Ensuring employees don't have to choose between caring for their family and advancing their career would free many women to pursue full-time work.
- **Empower workers to seek fair pay.** Barring employers from requiring prior salary information from applicants would help women catch up. Transparent salary information will enable them to negotiate.
- **Raise wages.** 2/3 of minimum wage jobs are held by women. ([Source](#)) Raising the minimum wage and increasing women's access to more highly paid fields would provide additional relief.
- **End sexist stigma.** [Research](#) shows that as women take over a male-dominated field, overall wages drop but men in these fields still earn more than their women counterparts.
- **End the "Pink Tax".** Products marketed to women are often retailed at higher prices than identical or comparable products for men, compounding the wage gap. ([Source](#))

Find an expanded discussion of these topics and the research behind the wage gap [here](#).



The Department of Labor created an interactive map showing state by state protections for equal pay. Explore it [here](#).

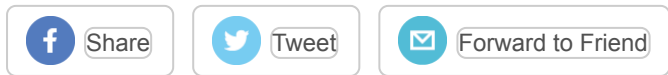


[Here](#) the Department of Labor provides extensive research and infographics regarding the wage gap.



Emily's List created a few wonderful [infographics](#) about the basics of the problem.

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close the gap CA is a statewide campaign to find talented, progressive women to run for open seats in the California legislature in 2014 and 2016. With focus and a targeted strategy, we can 'close the gap' and not just the gender gap. When we elect progressive women, we take steps to close the school funding gap, the access gap to affordable health and reproductive care, and the growing gap between the wealthy and those in poverty.

*Federal tax law requires us to publicly report cumulative contributions of \$200 or more. We may not deposit your contribution without your name, occupation, and employer, and may not accept contributions of \$100 or more made in cash. Contributions to close the gap CA are not tax deductible. close the gap CA is a registered 527 organization.

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