Hi Lauren,

Last week, on Equal Pay Day, I was honored to participate in the Women Rebuild America roundtable at the White House with leaders from the Biden administration, labor unions and other organizations.

Sadly, the gender pay gap still exists: The Department of Labor (DOL) says that women who work full-time, year-round, are paid an average of 83.7 percent as much as men, which is a difference of about $10,000 per year. The disparity grows for many women of color and women with disabilities.

Researchers found a similar disparity in the recent report on manufacturing jobs in Mississippi and Alabama that we released with Alabama A&M and Jackson State Universities: When comparing average wages by race and sex, women and workers of color included in the report earned lower wages than their male and white counterparts. On average, women earned $4.48 per hour less than men.

Clearly we still have a lot to do for women to achieve parity in the workplace. But fortunately, we have the tools to do this.

Community benefits agreements, like the one we signed with New Flyer, emphasize recruiting women of color and other marginalized groups. Policies at the local and federal level can also support gender equity. For example, the recently released application process for CHIPS and Science Act funding incentivizes companies who aim to recruit underrepresented groups and even requires some applicants to provide childcare services for their workforce.

Another piece of good news is that the PRO Act was recently reintroduced in Congress. If passed, it would make it a lot easier for workers to join unions, which so clearly benefit women. DOL statistics show that women in unions on average make 22 percent more than women without unions.

We’re in a moment where historic federal investments will create thousands of jobs. We need to make sure these jobs are good ones—which means jobs with family-sustaining benefits, equal opportunities, and the freedom to organize—and that women have access to them.

It's Women's History Month, and we still have work to do for women to achieve parity in the workplace.
In solidarity,

Erica Iheme
Co-Executive Director

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What We're Reading and Watching

- We talked to Tanya Brown, a painter and United Auto Workers (UAW) union member at an electric school bus manufacturer. “If the UAW wasn’t here to instill a process where everybody gets a fair opportunity at a job, then the company could always say, ‘No, we’re not putting a woman in that position. She can’t do that job,’” she told us. Read her story [here](https://info.jobstomoveamerica.org/webmail/968783/1237782495/4a3da5fa7343cb7687ff453b33a932f012a838c0cf2b6b4792a73fd79be114dd).
- As I mentioned above, along with the W.K. Kellogg Foundation we supported a [report](https://info.jobstomoveamerica.org/webmail/968783/1237782495/4a3da5fa7343cb7687ff453b33a932f012a838c0cf2b6b4792a73fd79be114dd) on Alabama and Mississippi manufacturing jobs. We helped host a panel event at Jackson State University to release the report, which was covered by the [Jackson Advocate](https://info.jobstomoveamerica.org/webmail/968783/1237782495/4a3da5fa7343cb7687ff453b33a932f012a838c0cf2b6b4792a73fd79be114dd) and [Mississippi Public Broadcasting](https://info.jobstomoveamerica.org/webmail/968783/1237782495/4a3da5fa7343cb7687ff453b33a932f012a838c0cf2b6b4792a73fd79be114dd).
- New America wrote about our [Local Opportunities coalition](https://info.jobstomoveamerica.org/webmail/968783/1237782495/4a3da5fa7343cb7687ff453b33a932f012a838c0cf2b6b4792a73fd79be114dd) and how outdated regulations are keeping cities and states from using federal funds to create good jobs in their communities. The coalition also recently launched a [website](https://info.jobstomoveamerica.org/webmail/968783/1237782495/4a3da5fa7343cb7687ff453b33a932f012a838c0cf2b6b4792a73fd79be114dd) for the campaign. If you’re interested in joining the campaign, sign on [here](https://info.jobstomoveamerica.org/webmail/968783/1237782495/4a3da5fa7343cb7687ff453b33a932f012a838c0cf2b6b4792a73fd79be114dd).
- We also talked about the campaign in our latest installment of [JMA in a Minute](https://info.jobstomoveamerica.org/webmail/968783/1237782495/4a3da5fa7343cb7687ff453b33a932f012a838c0cf2b6b4792a73fd79be114dd), a social media series that breaks down various aspects of our work. Be sure to [follow us on Instagram](https://info.jobstomoveamerica.org/webmail/968783/1237782495/4a3da5fa7343cb7687ff453b33a932f012a838c0cf2b6b4792a73fd79be114dd) to see our latest JMA in a Minute episodes!

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Join us in the fight for good jobs and healthy communities.

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