

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

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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.

In solidarity,



Erica Iheme
Co-Executive Director

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](#).
- As I mentioned above, along with the W.K. Kellogg Foundation we supported a [report](#) 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](#) and [Mississippi Public Broadcasting](#).
- New America wrote about our [Local Opportunities coalition](#) 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](#) for the campaign. If you're interested in joining the campaign, sign on [here](#).
- We also talked about the campaign in our latest installment of [JMA in a Minute](#), a social media series that breaks down various aspects of our work. Be sure to [follow us on Instagram](#) to see our latest JMA in a Minute episodes!

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

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