



Not-So-Equal Pay

In 1963, Congress passed the Equal Pay Act, which made it illegal for employers to pay women lower wages than men for equal work on jobs requiring the same skill, effort, and responsibility. So why is it that women are still paid 80 cents to the dollar that a man makes? Why Latina women are only paid 57 cents to the dollar that a White man makes? And why are Black women only paid 63 cents?

Equal Pay Day was launched in 1996 to raise awareness about the gender pay gap. The date symbolizes how far into the next year women must work to catch up with what men earned the previous year. The exact day differs year to year and differs based on your race. Asian women's Equal Pay Day is generally in February, followed by White women's in April, Black women's in August, Indigenous women's in September, and Latina women's in October. Without action, women and men of all races will not be paid equally until at least 2059.