

Question #3 Workplace Policies & Practices Hurting Women's Economic Security

1. Pay Discrimination

1.1 Lack of Salary Transparency

1.2 Women less likely to ask for a raise and/or negotiate salaries.

1.3 Asking Women for Salary History

2. Childcare

2.1 No flexibility in working hours and schedules for women with children.

2.2 Employers not offering child care support to working women

2.3 Taking unpaid time off to provide care to children/family members.

3. Lack of Paid Time off

3.1 Insufficient paid parental leave. For both parents.

3.2 Lack of paid FMLA

3.2 No paid leave to take care of family members and sick paid time.

4. Sex and Racial Discrimination

4.1 No clear policies or procedures to report workplace harassments.

4.2 Black and Brown women not being taken seriously for the experts they are.

4.3 No Implicit bias training in traditionally male dominated industries.

Lack of Equal Pay
Legislation

Not Banning Asking
for Salary History

Allowing
Employers to opt
out of
Contraception
Coverage on
Religious Grounds

Question #4
**Federal, State,
and Local
Laws &
Regulations**

Low State and
Federal Minimum
Wage Rates

Fair Labor
Standards Acts' 40
hours a week
requirement for
overtime pay.

Family and Medical
Leave Act (FMLA)
Allowing
Employers to
Provide 12-Weeks
of Unpaid Time Off

SURVEY RESULTS: SOLUTIONS SUMMARY

QUESTION # 5



WORKPLACE SOLUTIONS

- Offer training for women on salary negotiations.
- Clear anti-harassment and discrimination policies and complaint reporting procedures.
- Mandatory anti-bias training
- Allow new parents to work part-time and/or allow for flexible scheduling and hours.
- Assist employees with childcare costs.
- Stop asking potential candidates about their past salary, and provide salary transparency.



FEDERAL SOLUTIONS

- Change the Family and Medical Leave Act (FMLA) to require employers to offer job-protected paid leave to employees.
- Pass federal laws that require employers to offer paid parental and sick leave to employees.
- Raise the federal minimum wage to a living wage.
- More federal resources for school programs designed to increase young girls' interests in STEM fields.
- Update the Fair Labor Standards Act to allow for different pay structures that make it easier for women to work from home and earn overtime hours.



STATE SOLUTIONS

- Pass laws that cap daycare prices.
- Create incentives for employers to help pay for daycare costs.
- Increase the state minimum wage to a more livable wage.
- Establish laws that require employers to provide salary transparency.
- Ban employers from asking for past salary history.
- Pass fair workweek laws, AKA: 'Right to Request' laws.
- Require employers to offer benefits to part-time employees.
- Provide financial resources for Black and Brown women entrepreneurs.