

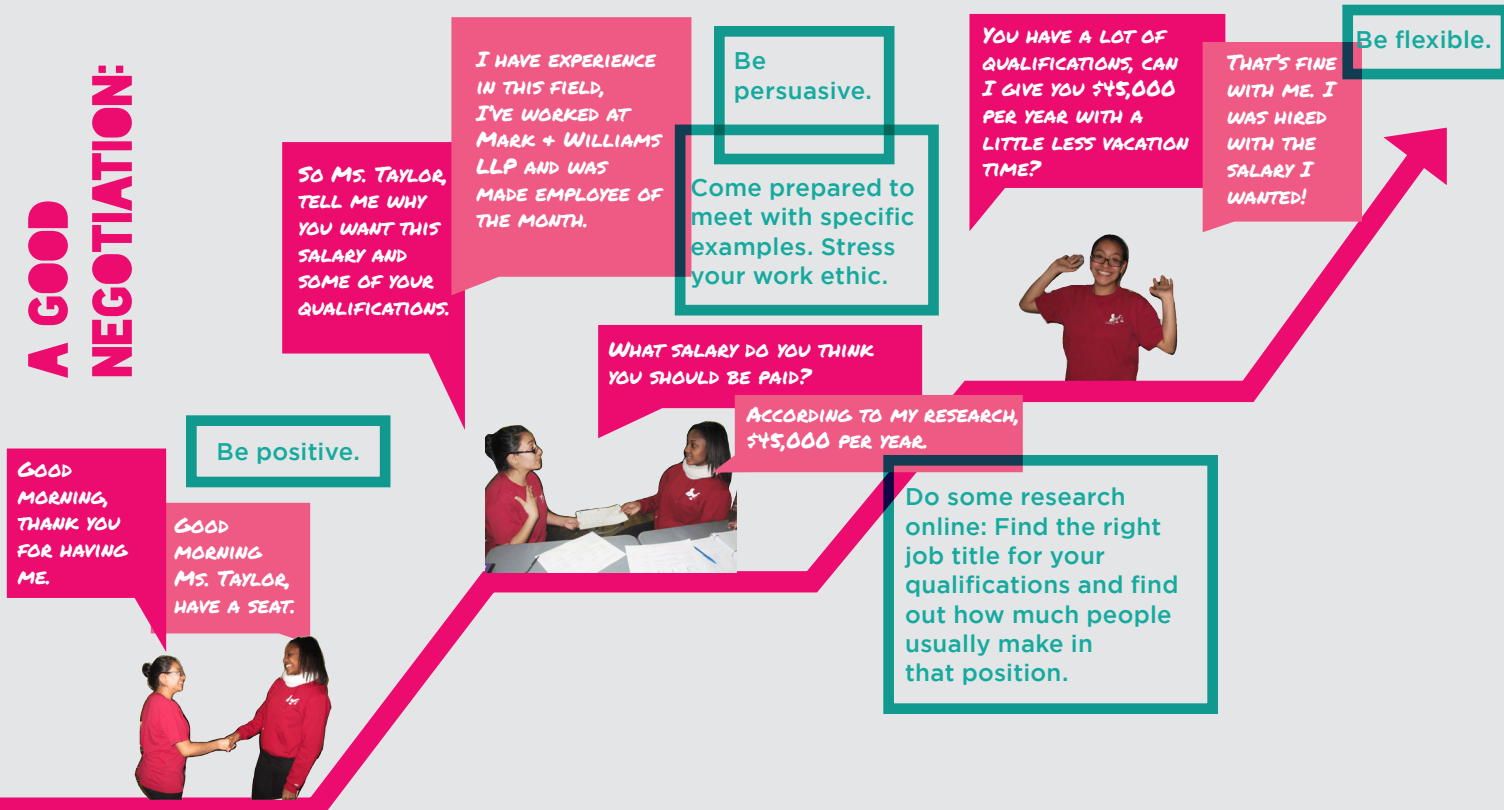


SALARY NEGOTIATION TIPS FROM THE WAGE PROJECT:

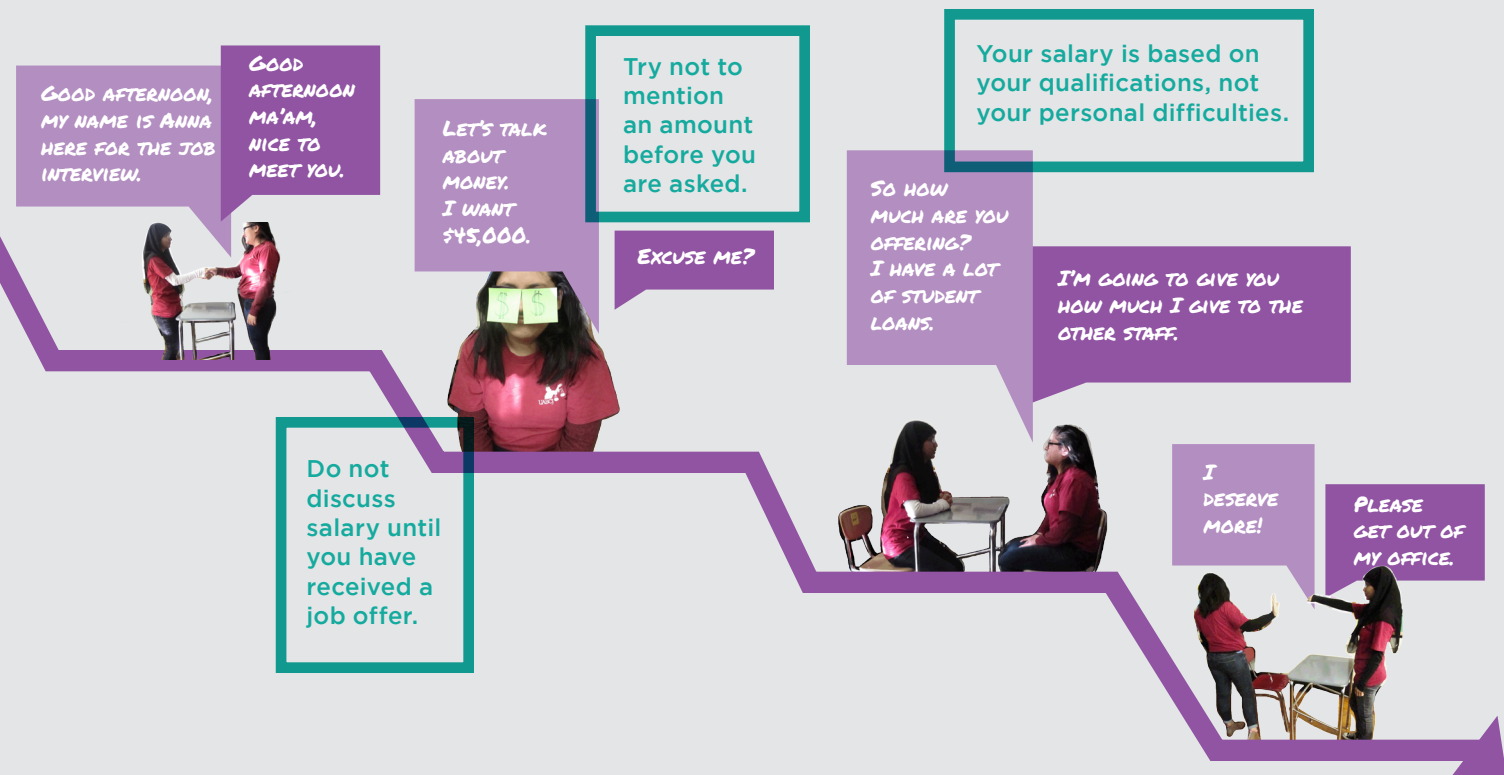
You've got a new job! Congratulations! But how do you make sure you're being paid correctly? Here are some tips.

Find out more at wageproject.org.

A GOOD NEGOTIATION:



A BAD NEGOTIATION:



IS THERE A DIFFERENCE BETWEEN WHAT MEN AND WOMEN ARE PAID?

In the fall of 2013, CUP teaching artist Pema Domingo-Barker worked with Danielle Cardarelli's senior Economics class at the Urban Assembly School for Criminal Justice to explore the differences in male and female salaries.

The Center for Urban Pedagogy (CUP) is a nonprofit organization that uses the power of design and art to increase meaningful civic engagement, particularly among historically underrepresented communities.

City Studies is a program of the Center for Urban Pedagogy. CUP partners with public high schools and afterschool programs on project-based curricula that use design and art as tools to research the city.

CUP Project lead: Pema Domingo-Barker
Project support: Valeria Mogilevich

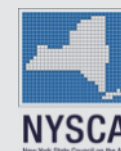
Urban Assembly School for Criminal Justice Students: Iqra Ahmed, Kiran Amin, Saeeda Batool, Zasica Chowdhury, Quratulain Chughtai, Zannatul Farah, Rose Flores, Sedef Iqbal, Alyssia King, Shania Lett, Aisha Loane, Sidrah Malik, Robyn Pacheco, Dulce Parra, Amna Riaz, Khadija Sarwar, Shazma Shahzad, Shaiza Shakeel, Sanya Shema, Iqra Tariq, Rasanya Taylor, Lizmarie Vazquez, Fevzie Vila, Jazmine Williams

Classroom teacher: Danielle Cardarelli

Design: Megan Bullock and Joelle Riffle (MESH design)

Thanks to our interviewees: Mary Lou Davis (AAUW), Jane Pendergast, and Roli Wendorf (The WAGE Project)

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THE GENDER WAGE GAP

Is there a difference between what men and women are paid? Why? Is it because of individual choices that women make or societal factors? To find out how much people get paid, perspectives on why there might be a gender wage gap, and how to address it, we interviewed Mary Lou Davis from the American Association of University Women and participated in a salary negotiation workshop. We created this pamphlet to explain what we learned.

\$110,000 A YEAR

INCOME SCALE

KEY

MALE

FEMALE

AVERAGE SALARIES

*U.S. Bureau of Labor Statistics



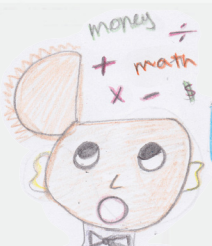
LAWYER

\$106,860

\$109,148

PHYSICIAN

Here's a perspective we heard:
EMPLOYERS REFUSE TO HIRE, PROMOTE, OR FAIRLY PAY WOMEN.



ACCOUNTANT

\$70,200

\$73,736



Here's a perspective we heard:
WOMEN AREN'T ENCOURAGED TO GO INTO SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH FIELDS (STEM) THAT PAY MORE.

WHAT TO DO?
Encourage women to go into STEM fields at an early age.

Here's a perspective we heard:
PREDOMINANTLY FEMALE OCCUPATIONS PAY LESS.

Here's a perspective we heard:
WOMEN ARE LESS LIKELY TO ASK FOR A RAISE THAN MEN.

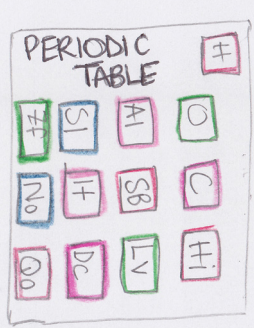
WHAT TO DO?
Teach women the skills needed to successfully negotiate salaries.

Turn over for negotiation tips from The WAGE Project!

BIOLOGIST

\$51,792

\$44,356



A LAW-MAKING EXAMPLE
"A woman named Lily Ledbetter worked for Goodyear, and found out that men who had less education, less experience, less everything, were making a lot more money than she was. She complained and the Supreme Court changed the law. Now when you find out that you are underpaid you have 6 months to bring a court case against your employer so that you have equal pay."

MARY LOU DAVIS, AAUW



RETAIL SALES PEOPLE

\$35,256

\$30,264

CHEF

\$22,672

\$24,024



Here's a perspective we heard:
WORKPLACE CULTURE PENALIZES WOMEN FOR INTERRUPTING THEIR CAREERS TO HAVE CHILDREN.



Here's a perspective we heard:
THERE ARE NO REAL LAWS AGAINST WAGE DISCRIMINATION.

WHAT TO DO?
Advocate or lobby for lawmaking to enforce real laws against wage discrimination.

\$0 A YEAR