



WAGE/ WEALTH GAP

Oregon women earn between 53 and 83 cents—depending on race/ethnicity—for every dollar men in Oregon earn. The gender wealth gap (total assets) is 35 cents on the dollar.¹



“I had been on the job for a few months when I found out that they were paying me almost half as much as they had been paying the previous person...who was a man.”
—Jessica, Portland

WHY IT MATTERS IN OREGON

The wage/wealth gap is a(n) ...

- ECONOMIC
- WORKFORCE
- CAREGIVING
- RACIAL EQUITY
- EDUCATION
- HOUSING

... issue.

The wage gap hurts women and their families with each paycheck and results in lower retirement savings and less wealth to pass on to the next generation

Scheduling is part of the reason for the wage gap

> Women tend to be in jobs with unpredictable and irregular scheduling, which leaves them in chronic part-time, lower-paying jobs

The gender and race wealth gap in Oregon is created and perpetuated by discrimination, wage gaps, barriers to workforce participation, a lack of equitable opportunities, disproportionate criminal justice involvement, and unaffordable caregiving

The Wage/Wealth Gap is linked to [Economic Fragility](#)—and to its solutions

COST OF THE STATUS QUO

\$4 billion
combined total wages lost each year due to the gender wage gap for Oregon women who are working full time²

PROMISING POLICIES from experts, advocates, and other states

TO CLOSE THE WAGE GAP

- Ⓜ Ensure pay equity among workers by strengthening existing equal pay statutes to require that employees are paid equally for “comparable work” regardless of their gender, race, religion, or sexual orientation; and by prohibiting employers from asking candidates about salary history.
- Ⓜ Fund educational materials and training for employers to adopt new requirements.
- Ⓜ Ensure paid family and medical leave, affordable child care, and fair and predictable scheduling.
- Ⓜ Help prevent and remedy caregiver and pregnancy discrimination against workers.

TO CLOSE THE WEALTH GAP

- Ⓜ Ensure that women, particularly women of color, have access to safe, affordable, and stable housing and homeownership opportunities.
- Ⓜ Continue to implement the Oregon Retirement Savings Plan.
- Ⓜ Invest in Children’s Savings Accounts, new homeowners savings programs, and preserve Individual Savings Accounts and College Savings Accounts.

What’s happening elsewhere?



Pay equity



Pay equity



Pay equity



Pay equity



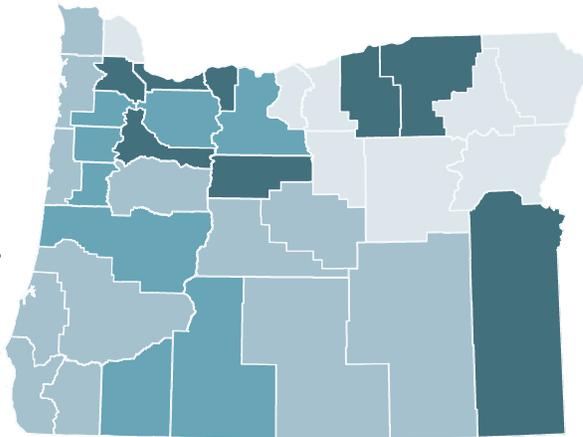
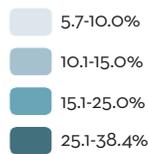
GOOD POLICYMAKING FOR WOMEN AND GIRLS REQUIRES...

> UNDERSTANDING SYSTEMIC RACISM

The “Eight That Can’t Wait” Issue That Intersects with All Others

For an Oregon where all women and girls thrive, all women and girls need to have equitable access to the opportunities it takes to thrive. But right now, many of Oregon’s women and girls of color do not.

Percentage of women who are women of color, by county



Source: Decennial Census 2010

Addressing these inequities requires looking at our state’s history of systemic racism—in particular, the policies and practices that benefited white people and harmed people of color. Throughout the years, laws and practices fostered discrimination in housing, healthcare, education, employment, and pay.

The 2015 Oregon Racial Equity Legislative Report reminds us that the cumulative effect of these policies and practices is the root cause of the economic, social, political, and health disparities identified in Count Her In.

Therefore, public policy must play a major role in correcting these disparities. And as the Women’s Foundation of Oregon develops its own capacity to advocate on behalf of all Oregon’s women and girls, we will continue to lift up the voices of those that have led the way for racial justice in our state.³

> EMBRACING INTERSECTIONALITY

Good policymaking incorporates an understanding of the multiple, overlapping factors that play a large role in the life of every Oregonian.

Gender and race are important components of identity, but there are many others. Age, location, disability status, income, religious affiliation, sexuality, gender identity, citizenship status, and primary language are just a few of the many elements that come together to shape our experiences and needs.



> WE’RE HERE TO HELP



WOMEN’S
FOUNDATION
of OREGON

The Women’s Foundation of Oregon is a member-supported, statewide foundation dedicated to improving the lives of women and girls in Oregon. w-for.org

Count Her In is the first report on the status of Oregon’s women and girls in 20 years. CountHerIn.org

COUNT
HER IN

Sources

1. [Count Her In](#), pages 40-42
2. [National Partnership for Women and Families](#), 2016
3. [Facing Race: The 2015 Oregon Racial Equity Legislative Report](#), 2015; [Coalition of Communities of Color in Multnomah County: An Unsettling Profile](#), 2010; [State of Black Oregon](#), 2015