

## Gender Pay Gap Extension Activity

### Teacher Key

*Note: The sources for each question are included in the Student Resource.*

1. How does the gender pay gap in the U.S. compare to the gender pay gap in other countries throughout the world? Which country has the greatest gender pay gap? Which country has the smallest?

*The gender pay gap exists throughout the world. The greatest gender pay gap exists in South Korea. The smallest gender pay gap exists in Colombia.*

2. What factors contribute to the gender pay gap?

*The largest factor impacting the gender pay gap is unexplained. This means it cannot be explained by a tangible variable.*

*The factors that contribute to the gender pay gap (from most to least significant in 2010) include: occupation, industry, experience, race, and region. In 1980 education and unionization explained some of the differences in pay, but as of 2010 they had a negative impact on the gender pay gap.*

3. What is the difference between gender pay and gender opportunity?

*A gender pay gap is one in which people are paid differently based on their gender, such as professional athletes. Megan Rapinoe's recent fight for equal pay for female professional soccer players is an example of a gender pay gap. In other careers, such as business managers, accountants, pharmacists, teachers, or lawyers, the gap is one of gender opportunity. Opportunities such as job title, experience level, industry, and location explain the differences in pay. Women may not be provided the same opportunities as men. For example, the majority of CEOs in the United States are males.*

4. The gender pay gap can vary by region of the country. What does it look like where you live compared to other areas of the U.S.?

*My state is Mississippi, where women make 77% of what men make. Mississippi is ranked poorly (41st out of 50) for providing equal pay for males and females. I noticed Vermont is ranked best and Utah is ranked worst.*

5. How has the gender pay gap changed in the past 50 years? Where do you see the future of the gender pay gap?

*The gender pay gap has decreased in the U.S. and worldwide over time. Hopefully, there will be no gender pay/opportunity gap in the future, but statistically it looks like it's going to take a very long time.*

6. Describe at least one woman from history who has helped pave the road to equal pay?

*Beginning in 2013, Beyoncé was one of the first celebrities to use her star power to promote equal pay in interviews.*

7. What are some of the ways you can promote gender pay and gender opportunity equality?

*Some ways include:*

*(1) If you are responsible for hiring, don't hire based on gender. Rather, hire based on the candidates' qualifications and fit for the position. (2) Don't assume that certain careers are only for specific genders—be open-minded. (3) Support parents/caregivers in the workplace with family-friendly policies (i.e., paid leave, flexible schedules). (4) Vote for public leaders who support public policies that will help promote gender pay and gender opportunity equality (i.e., scholarships for higher education/training, child care, early childhood education).*