

THE GAP BETWEEN WHAT MEN AND WOMEN EARN PERSISTS.

When half the workforce isn't paid fairly, the economy cannot continue to grow. While all women face this income inequality, data shows that women of color in our state are at a significant disadvantage. That's not right. Let's make Rhode Island a place where we can all succeed.

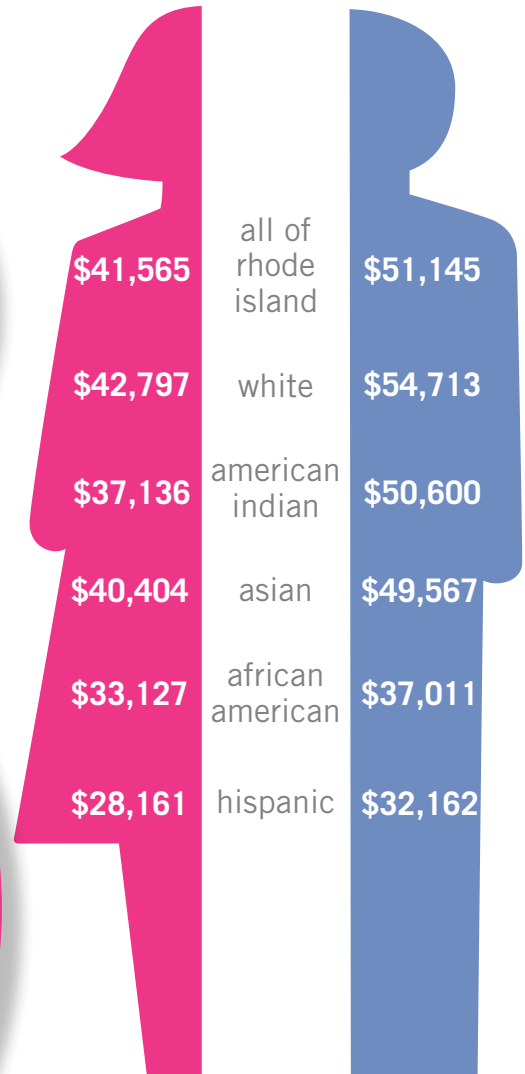


WOMEN'S BUSINESS OWNERSHIP

FIRM OWNERSHIP	NUMBER OF FIRMS	NUMBER OF PAID EMPLOYEES
All RI firms	96,822	431,083
Women owned & equally owned	37,659	48,640
White	35,139	47,048
Black or African American	1,382	271
American Indian	147	32
Asian	860	1,063
Hispanic	1,890	164

source: 2007 Survey of Business Owners, Table SB0700CSA01.
*Note: numbers across race sub-categories will not add up to total, since business owners can self-identify by multiple races/ethnicities and because there are more races/ethnicities than reported in this chart

YEARLY MEDIAN EARNINGS by gender and by race/ethnicity

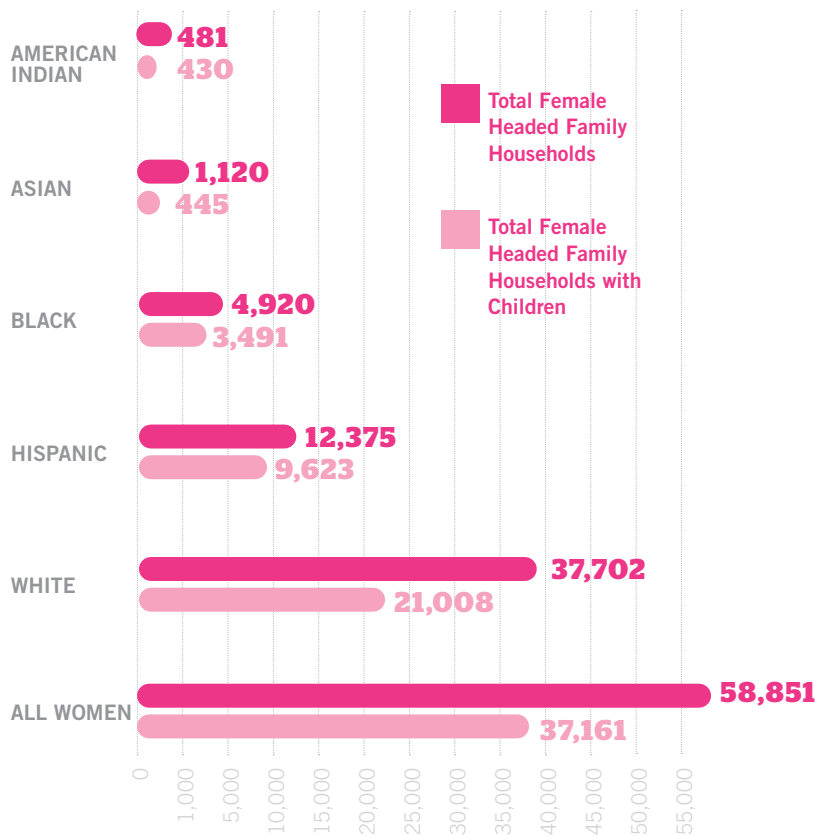


For every **DOLLAR** a white man makes, an Asian woman makes **74 CENTS**, an American Indian woman makes **68 CENTS**, an African-American woman makes **61 CENTS**, and a Hispanic woman makes **51 CENTS**.

source: U.S. Census Bureau, 2010-2012 American Community Survey, Full time year round earners, age 16 years and over.



HOUSEHOLDS HEADED BY WOMEN



POLICY RECOMMENDATIONS:

The wage gap has significant impact on all women, particularly women of color and their families.

1. Make our Fair Employment laws work for everyone. Amend existing statute language to eliminate loopholes, including domestic workers, and strengthen penalties for employers who do not comply.
2. Strengthen protections for workers with families by adding family status to our anti-discrimination laws.
3. Make sure women who are working can continue to do so by creating reasonable accommodations for women who are pregnant and ensuring that everyone has access to paid family leave.
4. Remove roadblocks to full employment by funding child care subsidies, improving child care tax credits, and ensuring all families can access flexible schedules when needed.
5. Raise the minimum wage.
6. Increase opportunities for entrepreneurship and access to capital.