

County Health
Rankings & Roadmaps

Building a Culture of Health, County by County

Webinar

The connection between the gender pay gap
and health

September 27, 2022

countyhealthrankings.org



University of Wisconsin
Population Health Institute
UNIVERSITY OF WISCONSIN
SCHOOL OF MEDICINE AND PUBLIC HEALTH

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**We can organize a world where
we all have what we need to
thrive.**



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Gender pay gap measure*

What is the gender pay gap where you live?



	Volusia (VO) County	Trend ⁱ	Error Margin	Top U.S. Performers ⁱ	Florida
High school graduation	85%			96%	87%
Disconnected youth	6%		4-8%	4%	7%
Reading scores	<u>3.2</u>			3.3	3.2
Math scores	<u>3.2</u>			3.4	3.3
School segregation	0.12			0.02	0.23
School funding adequacy	-\$3,102				-\$3,236
Gender pay gap	0.83		0.79-0.87	0.88	0.86
Median household income	<u>\$55,500</u>		\$51,700 to \$59,300	\$75,100	\$61,700
Living wage	ⁱ \$37.02				\$39.24
Children eligible for free or reduced price lunch	60%			32%	54%
Residential segregation - Black/white	53			27	56
Residential segregation - non-white/white	40			16	42
Childcare cost burden	ⁱ 28%			18%	27%

*The American Community Survey captures a binary representation of gender.

Gender pay gap and equity

It starts with the value we place on work “suitable” for women.



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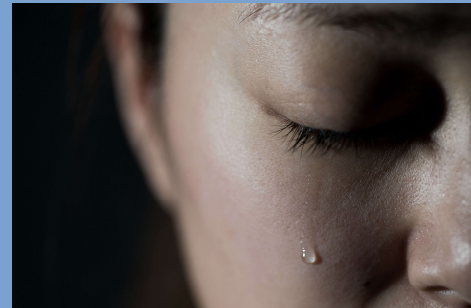
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Gender pay gap and health

There is a link between the gap and worsened physical and mental health.

The gap contributes to poverty.



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Gender pay gap affects everyone

Poverty affects everyone.

The gap slows economic growth.



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Closing the gap

Everyone has a role to play!

Federal

Paid family
leave and paid
maternity leave

State

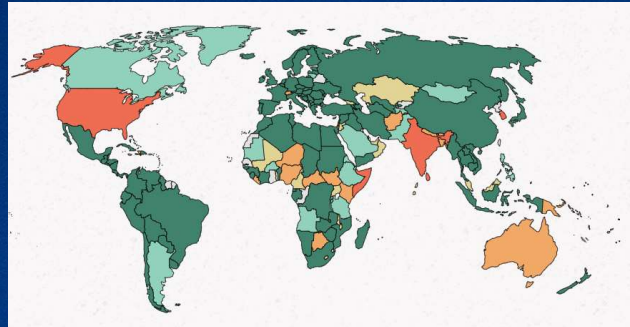
**Organi-
zation**

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USA, the only industrial country without paid sick leave!

Did you know?



<https://www.worldpolicycenter.org/policies/for-how-long-are-workers-guaranteed-paid-sick-leave>

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Closing the gap

Everyone has a role to play!

Federal

Paid family leave and paid maternity leave

State

Stop basing employee pay on salary history

Organization

Conduct a pay audit to identify and fix disparities

Questions we will explore...


- Why does the gender pay gap persists?
- How did the COVID-19 pandemic affect the gap?
- How do we message the need to close the gap?

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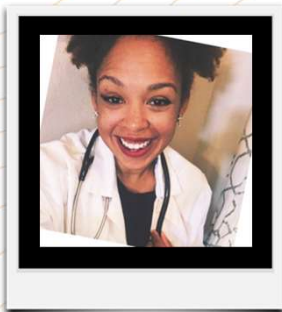
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Our guests

Welcome



Misty Harty, MA, LLPC
Director of Racial Justice and Gender Equity
YWCA San Antonio



Corin Reyes, RN, BSN
Director of Health Equity
YWCA San Antonio

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Join Us! Discussion Group

When: Immediately following the webinar

What: Interactive learning experience, opportunity to share ideas and ask questions

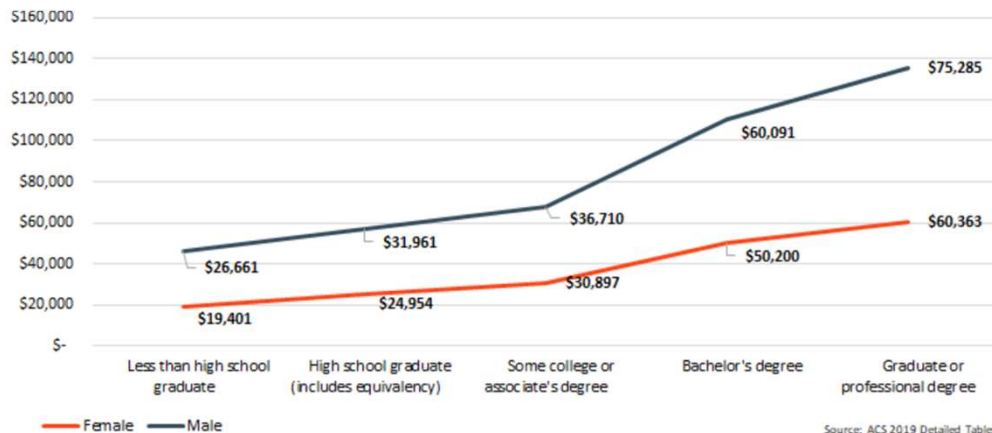
How: Zoom

Why: Deepen the webinar learning, allow further exploration



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Greater Education/Widening Wage Gap



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Wage Gap: What Is It

Nationally

The amount women earn, for each dollar earned by non-Hispanic white men



Source: Current Population Survey 2020; American Community Survey 2019

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Lifetime Lost Income

Did you know?

Over a lifetime, an African-American woman loses \$900,000 in lost wages and a Latina loses more than \$1 million in lost wages due to the wage gap

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Impact on San Antonio Economy



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YWCA San Antonio: Wage Equity Awareness Campaign

United Way of San Antonio funded in 2019 – found a direct link between poverty faced by women head of households in San Antonio

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Campaign Approach

- Worked with a public relations firm – launched before the 2020 election
- Created a 30 second PSA
- Chose a voice that would resonate with the local community

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Television Ad: Proud Texan

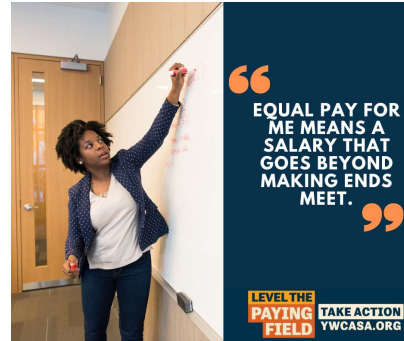
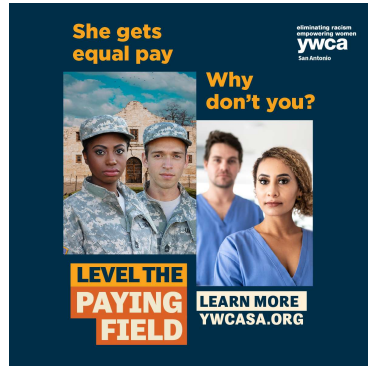


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Social Media Posts and Reactions



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- Average COVID patient – 65+ with a chronic condition
- Females' role in caring for elderly or infirmed family members
 - 66% female
 - 50% more time
 - Providing \$148-188 billion dollars in unpaid care labor annually
- Unseen Penalties
 - Giving up pay for flexibility
 - The unemployment penalty

Pandemic
Policies
Pay

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Wage Gap – Public Health Crisis



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- 22 months of healthy food
- 9 months of health insurance

Six times more likely to experience depression and anxiety.

- Chronic conditions
- Low engagement in preventative care

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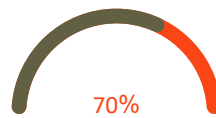
Wage Gap – Public Health Crisis



Loss of Income over course of Career
\$40,000



Loss of Retirement Income
\$324,000



WOC 65+ Living in Poverty
70%

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References

<https://www.nationalpartnership.org/our-work/resources/economic-justice/fair-pay/quantifying-americas-gender-wage-gap.pdf>

<https://www.caregiver.org/resource/women-and-caregiving-facts-and-figures/>

https://gis.cdc.gov/grasp/covidnet/covid19_5.html

https://www.unwomen.org/en/hq-complex-page/covid-19-rebuilding-for-resilience?gclid=CjwKCAjw1ICZBhAzEiwAFfvFhMdxK92gNO4L1eR56Xlw2ZR1g33TFkNiXXMYyAJV6sAMUyPtC7XDYBoCs0MQAvD_BwE

<https://www.shrm.org/resourcesandtools/hr-topics/compensation/pages/gender-pay-gap-improvement-slowed-during-the-pandemic.aspx>

[Payscale.com](https://www.payscale.com)

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Economists Drs. Elise Gould, Jessica Milli, and Jessamyn Schaller

CHR&R's Drs. Jonathan Heller and Elizabeth Blomberg and Kiersten Frobom

More to come on the Gender Pay Gap...

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POLL

Do feel you could adapt the strategies shared during the webinar to use within your community?

Yes

No

Maybe

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Questions?



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**Click on survey
link in the chat**



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Rural America's Opportunity for Equity

October 18: Framing equity for policy and decision makers

November 15: Identifying assets to create prosperous rural communities

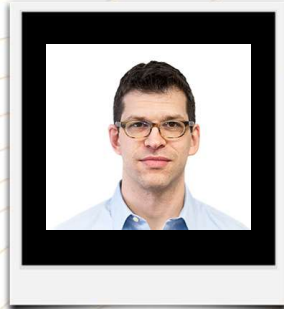


October 18 and November 15



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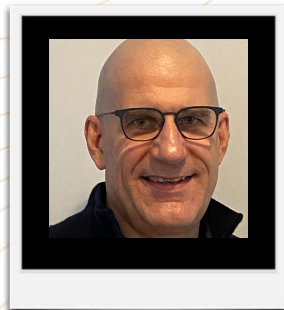
Andrew Volmert, Ph.D.
Senior Vice President of
Research
FrameWorks Institute

**Framing equity for
policy and decision
makers**

October 18, 2022

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Chris Estes
Co-Executive Director of
the Aspen Institute
Community Strategies
Group

**Identifying assets to
create prosperous rural
communities**

November 15, 2022

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Connect with us in person!



November 6–9, 2022
Boston, MA
Learn more at
apha.org/Events-and-Meetings/Annual

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