BLACK WOMEN’S EQUAL PAY DAY TOOLKIT

July 27th, 2023 | National Social Media Storm 11am PT/2pm ET

Join advocates, lawmakers, and community members from across the country to raise awareness about the wage gap that impacts Black women and their families. On this day, we will highlight the fact that the wage gap for Black women compared to non-Hispanic white men is **67 cents** for full time, year-round workers and **64 cents** for all workers (including part time and part year workers). These wage gaps are unacceptable. Black women are underpaid and undervalued. On this day, we are going to be organizing around tools to help close the wage gap through equal pay and better pay!

For this year’s Black Women’s Equal Pay Day, our shared calls to action will center around urging:
- Federal lawmakers for swift passage of the Paycheck Fairness Act
- Governors and other state officials to ensure that the historic infrastructure investments recently enacted into law lead to better and higher-paid jobs for Black women

***Read about our calls to action for this year's Black Women's Equal Pay Day and the shared messaging from the organizational co-leads on the Equal Pay Today website here***

**How to use this toolkit:** Copy + paste sample social media from our partner organizations to post on your own social media pages! Easily download graphics for the corresponding posts by clicking on the folder below; or right click on the image, select Save to Keep, and download

**Please use the hashtag #BlackWomenCantWait**

**Additional hashtags** - #BlackWomensEqualPayDay

**GRAPHICS FOLDER HERE**

If you have any questions, email us! dvagins@equalrights.org | ejohnson@equalrights.org

---

Save the Date Images
Events and Actions

Join us on July 26 at 12pm PT/3pm ET in a conversation with @USEEOC @EEOCChair Charlotte A. Burrows and the incredible leaders of #BlackWomensEqualPayDay
Register for the webinar here 👍 https://bit.ly/3DI2gL0

Join the fight for economic justice by urging your Governors to provide access to higher-wage jobs for underrepresented groups. Together, we can close the pay gap and empower Black women & underserved communities. #BlackWomensEqualPay
Click here! http://p2a.co/jJ6hUN

Equal Rights Advocates

Research from @equalrightsadv new survey found that over 50% of Black & Latinx caregivers struggled making ends meet due to increased caregiving responsibilities + debt. Had Black women been paid equally, they wouldn’t have had to pull from savings. Read here: bit.ly/FamilyVoicesERA

Facing low wages, little to no savings, rising living expenses, and scarcity of childcare, debt jeopardizes labor force participation—which imperils Black and Latinx breadwinners’ capacity to provide for their families.
#BlackWomenCantWait

Read the full breakdown here:

Wage justice is racial justice.
Wage justice is gender justice.
#BlackWomensEqualPay #BlackWomenCantWait

It’s time for pay equity! Support the Paycheck Fairness Act to tackle pay discrimination and promote economic security for women and families. Stand up for equal pay, especially for women of color.
#BlackWomensEqualPayDay http://p2a.co/qzpI78t
Today, we recognize #BlackWomensEqualPayDay, a sobering reminder of the persistent wage gap. Let’s stand together to fight economic justice and equal opportunities for all.

¿Sabías que las mujeres afrodescendientes ganan 64 centavos más por cada dólar que ganan los hombres blancos no hispanos? Este #BlackWomensEqualPay celebramos a estas trabajadoras y trabajemos para garantizar que ellas sean compensadas de manera justa.

NOW

Black women are paid 67 cents to every dollar paid to non-Hispanic white men. We needed #BlackWomensEqualPay NOW! #BlackWomensEqualPayDay #Feminism #EqualRights #EqualPay #Equity

Black Women’s Roundtable

Stir-up some good trouble on social for #BlackWomensEqualPayDay. Tell them that Black women deserve to be hired, paid, trained, promoted, granted contracts, and approved for business loans fairly. $.67 on the $1 of a White man isn’t enough. Learn more at http://www.equalpaytoday.org/black-womens-equal-pay-

Today is #BlackWomensEqualPayDay, a reminder that Black women continue to face a wage gap of 67 cents compared to non-Hispanic white men for full-time, year-round work. It’s time to close this gap and demand equal pay for equal work! #BlackWomenCantWait
The fight for equal pay goes beyond the workplace. When we take it to the ballot, we can elect lawmakers who will pass legislation like the Paycheck Fairness Act and close the wage gap. Use your voice to demand economic justice! #BlackWomensEqualPayDay

The wage gap for Black women is not just a statistic—it's a barrier to economic justice. By advocating for voting rights and voting power, we empower ourselves to push for equal pay. Join the movement! #BlackWomensEqualPayDay

Black women are underpaid and undervalued, but today we rise together to demand change. Let's hold lawmakers accountable and urge them to pass the Paycheck Fairness Act. Pay disparities are a policy choice and it's time we made different choices #BlackWomensEqualPayDay

Closing the wage gap starts with action. Call on Congress to pass the Paycheck Fairness Act now! #BlackWomensEqualPayDay

A Better Balance

#PregnancyDiscrimination is a key contributor to the gender and racial wage gaps. The Pregnant Workers Fairness Act marks a key step towards #BlackWomensEqualPay. Learn more: https://www.abetterbalance.org/pregnant-postpartum-workers-know-your-rights/

On #BlackWomensEqualPay Day and always, we must commit to fighting the systemic racism that contributes to pay inequity. Work-family protections like #PaidLeave and #PaidSickDays are crucial building blocks in ensuring Black women are supported and protected in the workplace.

There is no #BlackWomensEqualPay without #PaidLeaveForAll. The #FAMILYAct and #HealthyFamiliesAct will provide paid leave and paid sick time for working Black women nationwide & help them attend to health and caregiving needs without sacrificing their economic security.

The #WageGap harms young Black women, who already disproportionately face barriers accessing education and employment due to our nation's shameful history of racism and sexism. We must guarantee #BlackWomensEqualPay for the workers of today AND tomorrow: https://www.abetterbalance.org/resources/fact-sheet-closing-the-wage-gap-for-young-black-women/

National Partnership for Women & Families

Black women make just 67¢ for every dollar white men make. If the wage gap were finally eliminated, Black women would have enough money for the things they need to care for themselves and their families. #BlackWomensEqualPayDay https://npwf.info/3NTY75R
Nobody should have to work more than 18 months to make one year’s pay. But that’s the legacy racism has left on Black women’s economic security. Equal pay for Black women would change lives and strengthen families. #BlackWomensEqualPayDay https://npwf.info/3NTY75

There is no racial justice without economic justice. A good first step toward justice would be #BlackWomensEqualPay. https://npwf.info/3NTY75R

When Black women are paid less than their white counterparts it impacts their day-to-day finances, as well as their financial futures. Building an economy that supports Black women builds an economy that supports everyone. #BlackWomensEqualPayDay https://npwf.info/3NTY75R

The work that Black women do is undervalued. A real economic recovery would tackle the generational barriers that have undermined Black women’s employment for far too long. #BlackWomensEqualPayDay https://npwf.info/3pQVFVQ

Black women often shoulder unpaid caregiving responsibilities for their families. Without sustainable, comprehensive solutions to address their needs, Black women’s needs will continue to go unmet. #BlackWomenCantWait https://npwf.info/3pQVFVQ

Black women are more likely than other groups to be in the active workforce, but they are still more likely to be unemployed at a rate of 5.4%. This has been and continues to be a sign that structural racism and sexism shapes Black women’s outcomes in the labor market beyond participation. https://npwf.info/3pQVFVQ

The wage gap impacts Black women’s economic security now and in the future – from savings, to retirement, to generational wealth. So how do we combat it? #BlackWomensEqualPayDay https://npwf.info/3pQVFVQ

Black women are disproportionately in jobs with lower wages—what we call “occupational segregation”—and inadequate benefits, making them more vulnerable to experiencing poverty and losing billions in wages. https://npwf.info/3pQVFVQ

IWPR

New data from IWPR shows that Black women are paid substantially less in every single state than White men. It's time we close the wage gap because #BlackWomenCantWait. #BlackWomensEqualPayDay #BlackWomensEqualPay https://iwpr.org/black-womens-wage-gap/

📣 July 27th is a powerful day for recognizing the value of Black women's work! On #BlackWomensEqualPayDay, we raise our voices against the persistent wage gap that affects Black women. Let's fight together for equity and economic justice! #BlackWomensEqualPay #WageGap
Black Women need equity-focused policies to achieve equal pay, including better pay & benefits, better access to good jobs where they are currently underrepresented, & more enforcement and technical assistance to prevent harassment and discrimination. #BlackWomensEqualPayday

NEW research from IWPR shows that nationally, among all workers Black women were paid just 63.7 cents for every dollar earned by White men, and among full-time year-round workers, just 67.2 cents on the dollar. Read more: https://iwpr.org/black-womens-wage-gap/

Women Employed

Based on Census data from 2022, the wage gap for Black women compared to non-Hispanic white men is 67¢ for full time, year-round workers and 64¢ for all workers (including part-time).

Today, #BlackWomensEqualPayDay, we are calling on federal lawmakers to pass the #PaycheckFairnessAct, to better combat pay discrimination and close the #WageGap, by protecting workers from retaliation for discussing pay, banning the use of prior salary history, and codifying pay data collection.

Today, #BlackWomensEqualPayDay, we are calling on Governors and other state officials to ensure that historic infrastructure investments lead to better and higher-paid jobs for Black women. Without intentional interventions to address the underrepresentation of Black women in quality jobs, we risk replicating current inequities and exclusions.

#BlackWomenCan’tWait #BlackWomensEqualPayDay

American Association of University Women

On average, Black women are paid just 64 cents for every $1 paid to white men. At the current rate, Black women will have to wait over a CENTURY to earn #EqualPay in this country. We need equal pay NOW—pass the #PaycheckFairnessAct! #BlackWomenCan’tWait #BlackWomensEqualPayDay https://bit.ly/3N8yeio

#BlackWomensEqualPayDay PSA: Imagine being paid 1/3 less than white men for doing the same work. This is the reality for Black women in the United States today, which is perpetuated by the intersection of sexism & racism. https://act.aauw.org/BWEPD

#BlackWomenCan’tWait: True pay equity requires a multifaceted strategy to address the gendered & racialized injustices facing Black women. A first step is to pass the #PaycheckFairnessAct for #BlackWomensEqualPayDay! https://bit.ly/3N8yeio

ERA Coalition
Black women deserve equal pay for their work. The publication of the Equal Rights Amendment will help us bridge that gap and ensure economic justice for all. #ERANow

It's not just a wage gap, it's an injustice. Black women face double discrimination when it comes to pay equity. Let's come together to demand equal pay and equal rights for black women. Let's publish the Equal Rights Amendment to help create a future where fairness and equality prevail. #ERANow

Black women face a significant wage gap, undermining their economic stability and hindering progress. The Equal Rights Amendment will help advance black women's economic empowerment. #ERANow

To achieve true equality, we must prioritize economic justice for black women. It's time to bridge the pay gap and ensure that black women receive fair compensation for their skills and expertise. Publishing the ERA would help us do just that.

National Women’s Law Center
The racist and sexist wage gap continues to cost Black women control over their lives and futures. Today, on #BlackWomensEqualPayDay, we demand that Black women be paid what they’re owed.

Black women working full time, year-round are robbed of $907,680 over a lifetime. That’s $907,680 that could have bought a home, paid for their children’s education, and been saved for retirement. It’s time to pay Black women what they’re owed. #BlackWomensEqualPay