

We must support the enforcement of policies and legislation, such as the Lily Ledbetter Fair Pay Act, and the Consumer Protection Act. If properly implemented, they will begin to address the economic challenges African American women face that have implications not only for Black women's futures, but black children and the African American community as a whole.

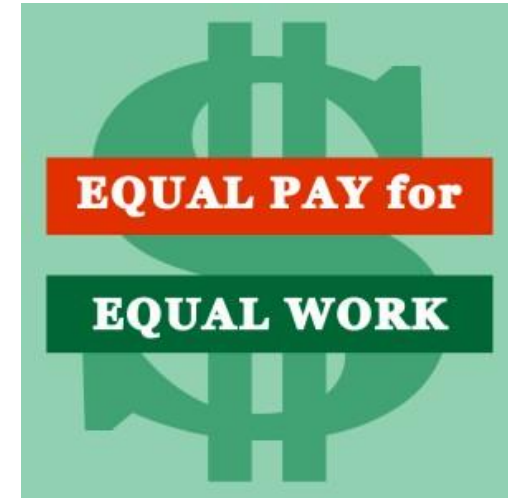
In another excerpt from his 2014 State of the Union message, President Barack Obama, appealed to all segments of the country to address the issue of pay disparity.



“This year, let’s all come together – Congress, the White House, and businesses from Wall Street to Main Street – to give every woman the opportunity she deserves. Because I firmly believe when women succeed, America succeeds.”

This is a publication of the National Coalition of 100 Black Women, Suffolk County Chapter, Inc., P.O. Box 346, Islip, New York 11751. www.ncbwsc.org

National Coalition of 100 Black Women Suffolk County Chapter, Inc.



*“Today, women make up about half our work-force. But they still make 77 cents for every \$1.00 a man earns. That is wrong, and in 2014, it’s an embarrassment.
A woman deserves equal pay for equal work...”*

*President Barack Obama,
State of the Union Message, January 29, 2014*

The wage/pay gap is real; it's not a myth!

Equal Pay Day is Tuesday, April 8, 2014. This date symbolizes how far into 2014 women must work to earn what men earned in 2013.

Equal Pay Day was organized by the National Committee on Pay Equity (NCPE) in 1996 as a public awareness event to illustrate the gap between men's and women's wages.

That gap is still very much a concern for us today.

Statistics released in 2012 by the US Census Bureau inform that women are paid, on average, 77 cents for every dollar their male counterparts are paid -- a gap of 23 cents.



President Obama hands out pens after signing the Lilly Ledbetter Bill for equal pay for equal work. (AP Photo/Ron Edmonds)

As unacceptable as this 23 cents gap is for women, the wage gap is even greater, much more disparate, for most women of color.

From the beginning of their experience in America, Black women have led all women in labor force participation rates.

Even as mothers of small children, Black women are overwhelmingly likely to work. Because women, on average, earn less than men, they must work longer for the same amount of pay.

According to the National Partnership for Women and Families, *“African American women and Latinas in the United States are paid what amounts to a gap of 64 cents and 55 cents, respectively, for every dollar that a non-Hispanic white man earns.”*

The report continues to state that “Not only is there a gap between what men and women earn, but also between the amount of pay received by a Black woman vs a White, non-Hispanic female.

The typical African-American woman working full time, year round is paid roughly 83 cents for every dollar paid to her white, non-Hispanic female counterpart.”