

BOSSSED UP

A Collective Quest for Equal Pay

EMILIE ARIES

 LEAGUE OF WOMEN VOTERS
OF MILWAUKEE COUNTY

 PODEROSA
Collective

 AAUW
empowering women since 1891

 MMWOC
Milwaukee-Madison Women's Coalition

 MILWAUKEE
WOMEN'S FUND
ADVANCING INCLUSIVE LEADERSHIP

 IWL
INSTITUTE FOR WOMEN'S LEADERSHIP
BARBETTE UNIVERSITY

 professional dimensions
Women Who Inspire

 WOMEN'S FUND

 TEMPO



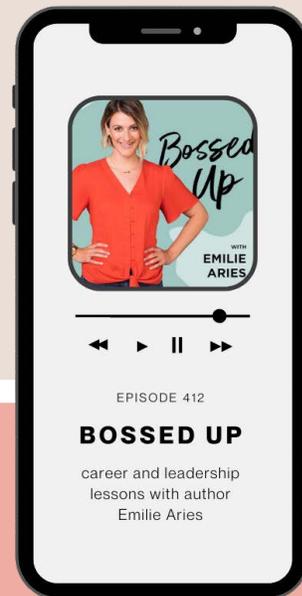
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get to know **BOSSSED UP**

BOSSSED UP

Bossed Up is a leadership development and career services company committed to closing the gender leadership gap.



EMILIE ARIES

Emilie Aries is the Founder & CEO behind Bossed Up, a leadership development & career services company committed to closing the gender leadership gap. She's an author, speaker, and podcaster, and she's worked in DEI, social justice, and community organizing since 2009.

Her book, *Bossed Up: A Grown Woman's Guide to Getting Your Sh*t Together*, serves as a practical roadmap for women who want to set themselves up for sustainable, long-term career success and step up as the boss of their lives.

LINKEDIN LEARNING NEGOTIATING YOUR COMPENSATION PACKAGE

In this LinkedIn Learning course, Emilie Aries covers the right way to turn an offer into a negotiation, how to prepare and deliver a winning counteroffer, and more.



BOSSSED UP PODCAST

Emilie Aries breaks down career conundrums with expert interviews to help women navigate career transition and step up as the boss of their careers. Whether you're in the job search, starting a side hustle, climbing a corporate ladder, or an experienced entrepreneur, join Bossed Up's community of courageous women who lift as they climb.

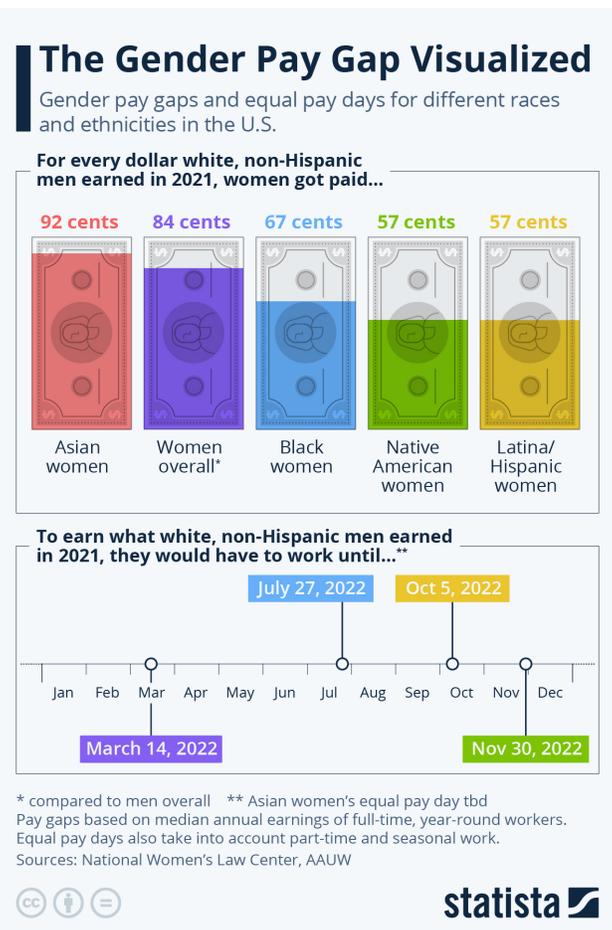


@BOSSSEDUPORG @EMILIEARIES



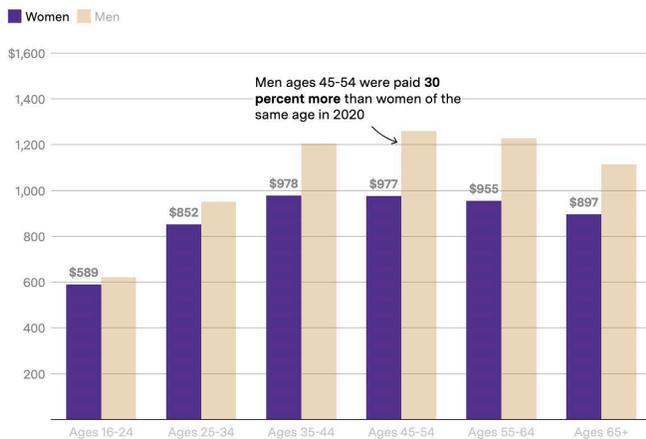
THE LATEST ON THE PAY GAP

- Women earn 16% less than men on average. ([AAUW](#))
- Women earn just 84 cents for every dollar a man makes. ([AAUW](#))
- In 2022, women earned an average of 82% of what men earned... similar to where the pay gap stood in 2002, when women earned 80% as much as men. ([Pew Research](#))
- **Intersectionality** is a metaphor for understanding the ways that multiple forms of inequality or disadvantage sometimes compound themselves and create obstacles that often are not understood within conventional ways of thinking. ([Crenshaw](#))
- Mothers in the U.S. who work full time are paid an average of 71 cents for every \$1 a father makes, or \$16,000 less annually. ([NWLC](#))



The gender pay gap widens as workers age

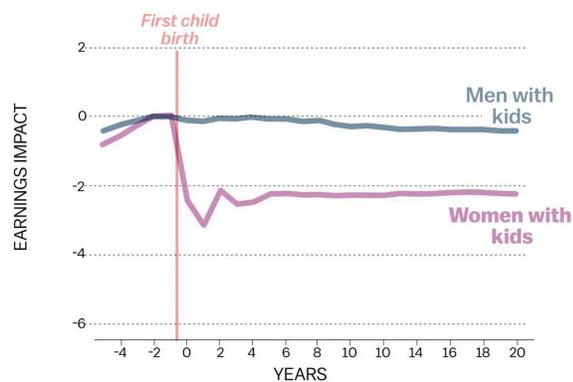
Annual average of median usual weekly earnings for full-time salaried workers by age and gender, 2020



Source: Bureau of Labor Statistics
Chart: Jasmine Mithani

The 19th · 19thnews.org

Women's earnings drop significantly after having a child. Men's don't.



Source: "Children and gender inequality: Evidence from Denmark," National Bureau of Economic Research



ADVOCATE FOR YOURSELF NEGOTIATE!

- Bossed Up's Free Negotiation Guide ([Bossed Up](#))
- Negotiating Your Compensation Package ([LinkedIn Learning](#))
- How to Talk Salary with Your Coworkers ([Bossed Up Podcast](#))



ADVOCATE FOR YOUR ORGANIZATION

CHAMPION PAY EQUITY

Pay equity is the process of reducing salary disparities among employees based on race, gender, and other elements of identity. Pay may still legally vary based on valid factors such as: education, work experience, responsibilities in the position, and longevity within the company.

In management? Advocate for pay transparency by: publishing salary ranges in job descriptions, not asking about salary history or expectations in the interview, and creating clear conditions around raises & negotiation.

- [How to Identify - and Fix - Pay Inequality at Your Company \(HBR\)](#)
- [Pay Equity Audits and Transparency Foster Trust, SHRM Research Shows \(SHRM\)](#)
- [Study: Pay Transparency Reduces Recruiting Costs \(SHRM\)](#)
- [Pay transparency reduces wage growth \(Is Pay Transparency Good? - Zoë Cullen\)](#)

ADVOCATE WITHIN YOUR STATE

PAY TRANSPARENCY IN WISCONSIN

Call & email these committee members and demand a hearing for [2023 Assembly Bill 905](#), which would require job postings in Wisconsin to include salary ranges:

- [Representative Penterman \(Chair\)](#) / Rep.Penterman@legis.wisconsin.gov / (608) 237-9137
- [Representative Sapik \(Vice-Chair\)](#) / Rep.Sapik@legis.wisconsin.gov / (608) 237-9173
- [Representative Callahan](#) / Rep.Callahan@legis.wisconsin.gov / (608) 237-9135
- [Representative Edming](#) / Rep.Edming@legis.wisconsin.gov / (608) 237-9187
- [Representative Gustafson](#) / Rep.Gustafson@legis.wisconsin.gov / (608) 237-9155
- [Representative Petryk](#) / Rep.Petryk@legis.wisconsin.gov / (608) 237-9193
- [Representative Sinicki](#) / Rep.Sinicki@legis.wisconsin.gov / (608) 237-9120
- [Representative Ohnstad](#) / Rep.Ohnstad@legis.wisconsin.gov / (608) 237-9165
- [Representative Hong](#) / Rep.Hong@legis.wisconsin.gov / (608) 237-9176

Be sure to mention if any of these representatives are your elected officials - verify who represents you by typing in your address in the "Who are my legislators" box on the [Wisconsin State Legislature](#) page.

Key points to consider when sending your message:

- Speak from your personal experience as a member of the business community.
- Make the business case for pay transparency: share the research that shows these laws help with business recruitment and retention efforts ([SHRM](#)) as well as reducing wage growth ([Zoë Cullen](#)).
- Share why you feel compelled by how these laws are also shown to narrow the gender and racial wage gaps.