



Gender Pay Gap in Alaska

EconE^Quity

May 2014 – January 2018

- 1963. Equal Pay Act passes
 - Women earned **59 cents** on the dollar nationally.
- 2014. 51 years later
 - Women earned **79 cents** on the dollar nationally

- 2021. Nationally
 - women earn **82 cents** on the dollar.
- 2019. Alaska Economic Trends
 - Alaska Women earned **72 cents** on the dollar.



The pay disparity is more pronounced for women who are Black, Indigenous or people of color; ranging nationally from 55 cents for Latinx women to 63 cents for Black women in 2021.

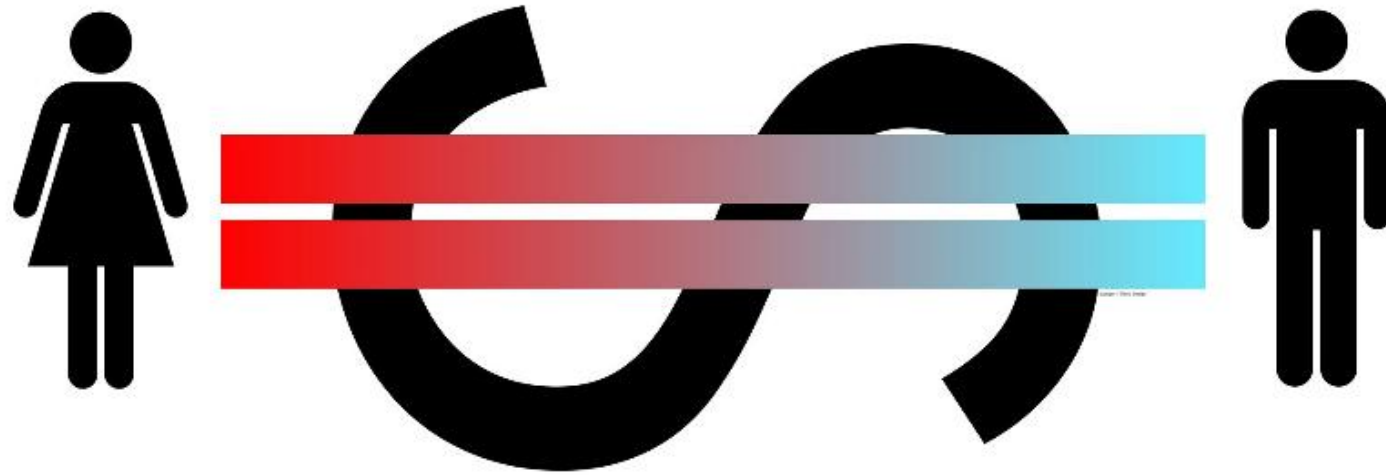
In Alaska, these figures are even lower.

Learned from research

EconEQuity

May 2014 – January 2018

The pay gap has closed only 5¢
between 1990 and 2014.



**Without action, Alaskan women
won't have equal pay until 2142.**

EQUAL PAY ADDS UP

Over the course of her career, a typical woman working in Alaska will lose

\$646,245 BECAUSE OF THE GENDER PAY GAP

With that money she could:

Buy a house
in Alaska



&

buy 50,000
gallons of gas



&

feed a
family of four
for 20 years



YWCA ALASKA IS FIGHTING FOR EQUAL PAY

SOURCES: 1.U.S. Bureau of Labor Statistics. 2.U.S. Census Bureau. 3.AAA.

“We need to understand why there is a gap.”

No. Act now and figure out why along the way.

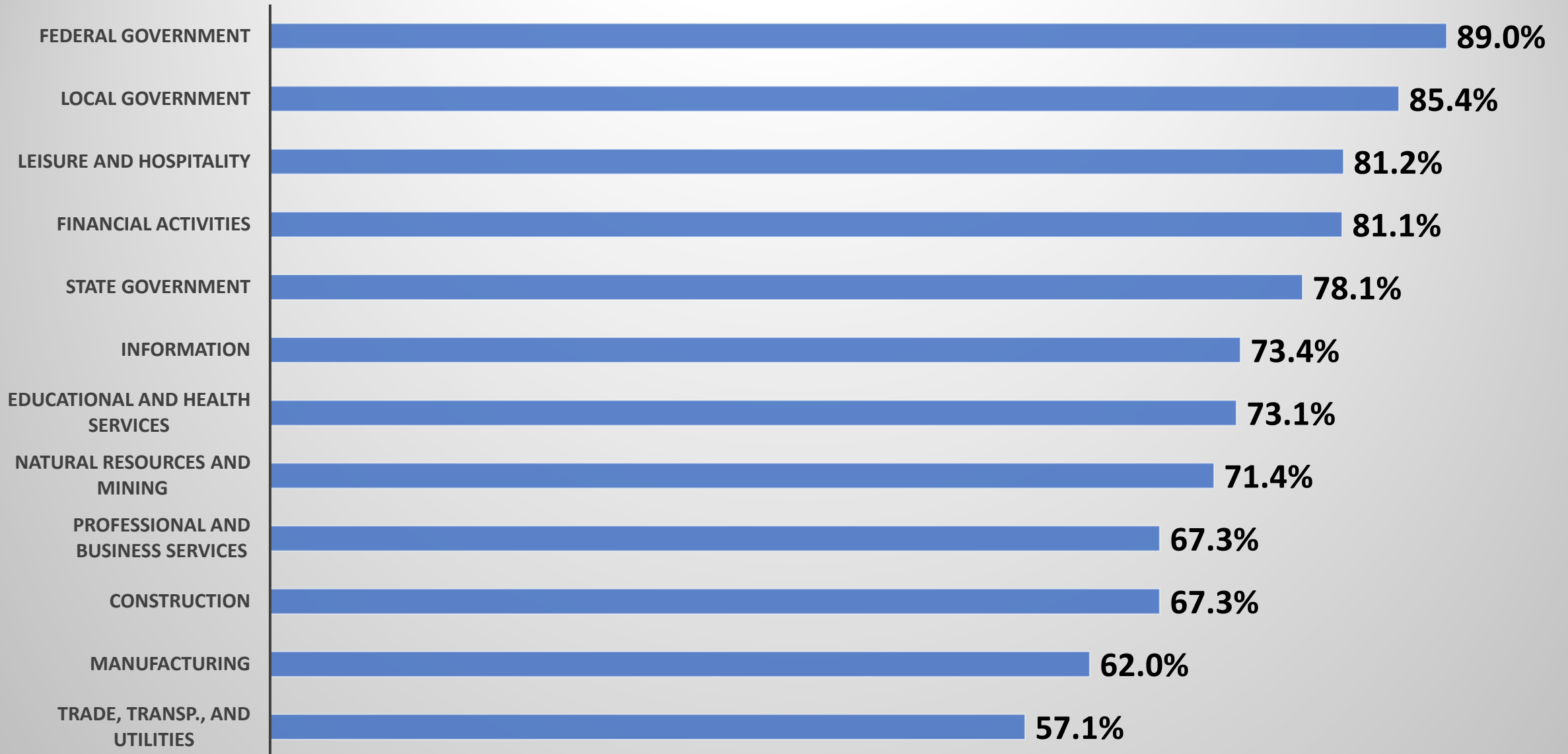
“Well, you know men are stronger.”

In 2017, Alaska female lawyers earned 77 cents for every dollar their male counterpart earned.

The wage gap persists regardless of industry.

The Wage Gap Cannot Be Explained by
Personal Choices

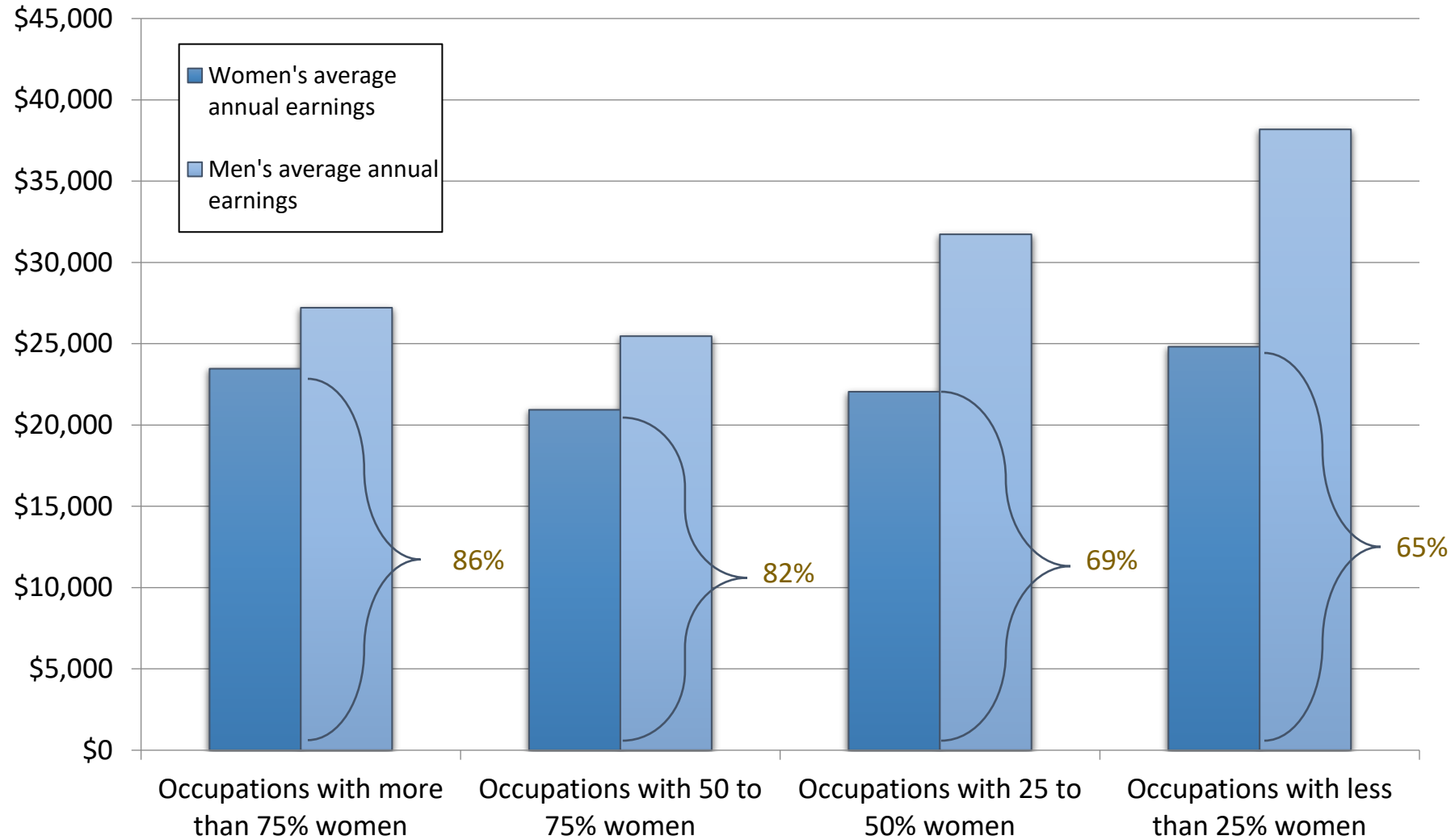
Ratio of Women's to Men's Earnings by Industry, Alaska 2010



The wage gap is present within occupations.

The Wage Gap Cannot Be Explained by
Personal Choices

Earnings gap smaller in occupations dominated by women



The wage gap exists regardless of education level.

The Wage Gap Cannot Be Explained by
Personal Choices



Bachelor's degree
\$66,151

American Community Survey



Graduate/professional
degree: \$62,269

Alaskan
businesses
and
community
are ready for
change.

Between May 2014 and January 2018, EconEquity asked 132 businesses, organizations, politicians and individuals to endorse closing the gender pay gap in Alaska by 2025.

Only 5 declined.



ECONOMICALLY EMPOWERING ALASKA'S WOMEN

YWCA Alaska is committed to eliminating
the gender pay gap in Alaska by 2025.

WHEREAS, women make up nearly 48% of the Alaskan workforce.

WHEREAS, women in Alaska make 67 cents for every dollar men earn.

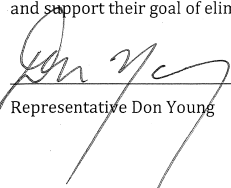
WHEREAS, Alaska ranks 43rd in the nation for women's pay.

WHEREAS, over the course of her career, a typical woman working in Alaska loses \$646,000.

WHEREAS, the persistent wage gap between working men and women is a barrier to women's success and to the success of Alaska.

WHEREAS, YWCA Alaska recognizes that when Alaska's women thrive, so do Alaskan businesses.

I, the undersigned, resolve to stand with YWCA Alaska to economically empower Alaska's women and support their goal of eliminating the gender pay gap in Alaska by 2025.


Representative Don Young

Dated as of 9/19 / 2014

for every woman

- EconEquity asked for demonstrated support through a signed endorsement.
- The Endorsement asked only for 3 things of the signer:
 - an acknowledgement that the pay gap existed,
 - that they stand with us as we eliminated the gap,
 - that is be signed by the CEO or Chairperson of the Board.

<div> <div>YWCA</div> <div>IS ON A</div> <div>MISSION</div> </div> <div>EconEquity Endorsers</div>		
	<div>Businesses, Non-Profits, and Organizations</div> <div> <div>Access Alaska</div> <div>Alaska AFL-CIO</div> <div>Alaska Child & Family</div> <div>Alaska Communications</div> <div>Alaska Community Foundation</div> <div>Alaska Dispatch Publishing</div> <div>Alaska Earth Sciences</div> <div>Alaska Executive Search</div> <div>Alaska Laborers</div> <div>Alaska Literacy Program</div> <div>Alaska Miners Association</div> <div>Alaska Native Professionals Association</div> <div>Alaska NOW</div> <div>Alaska Pacific University</div> <div>Alaska Permanent Capital Management</div> <div>Alaska Public Media</div> <div>Alaska Regional Hospital</div> <div>Alaska Small Business Development Center</div> <div>Alaska State Commission for Human Rights</div> <div>Alaska Women for Political Action</div> <div>Allied Alaska</div> </div>	<div> <div>Allure Day Spa & Hair Design</div> <div>American Diabetes Association, Alaska</div> <div>Anchorage Chamber of Commerce</div> <div>Anchorage Community Works</div> <div>Anchorage Economic Development Corp.</div> <div>Anchorage Equal Rights Commission</div> <div>Anchorage Neighborhood Health Center</div> <div>Anchorage Police Department Employees Association</div> <div>Anchorage Women’s Commission</div> <div>Arbor Capital Management Inc.</div> <div>Art Services North</div> <div>The Barber Group</div> <div>BDO USA, LLP</div> <div>Bering Straits Native Corporation</div> <div>Bettisworth North Architects & Planners</div> <div>Birch Horton Bittner & Cherot</div> <div>The Boardroom</div> <div>BP Alaska</div> <div>Bradison Management Group</div> <div>Bristol Bay Native Corporation</div> <div>Cabin Fever</div> </div>

Businesses, Non-Profits, and Organizations

Caffe D'Arte of Alaska
 Camp Fire Alaska
 ChemTrack
 Community Pregnancy Center
 Covenant House Alaska
 Credit Union 1
 ECI/Hyer Architecture
 First National Bank Alaska
 Foley, Foley & Pearson, P.C.
 The Foraker Group
 Girl Scouts of Alaska
 Hickel Investments/Hotel Captain Cook
 IBEW Local 1547
 Intl. Assoc. of Firefighters, Local 1264
 J. L. Fisher & Associates
 League of Women Voters of Anchorage
 McDowell Group
 National Education Association- Alaska
 Next Level Realty, LLC
 Nine Star Education & Employment Services
 Northland Aviation
 Northrim Bank

Northwest Strategies, Inc.
 RIM Design
 Sealaska Corporation
 Sealaska Heritage Institute
 Soroptimist International of Anchorage
 Planned Parenthood of the Great Northwest & HI
 Planned Parenthood Votes Northwest
 Providence Health & Services Alaska
Businesses, Non-Profits, and Organizations, Cont.
 Quintillion
 Rasmuson Foundation
 The Renaissance Man
 RIM Architects
 Spawn Ideas, Inc.
 Stoel Rives, LLP
 Thompson & Co. Public Relations
 United Way of Anchorage
 University of Alaska, Anchorage
 Urban Works Anchorage
 Vertical Harvest Hydroponics
 Wells Fargo Bank Alaska
 Zonta Club of Anchorage

National Figures

Gloria Steinem, International Activist
Wendy Davis, Former Texas Senator

U.S. Alaska Delegation

Senator Lisa Murkowski (R)
Senator Dan Sullivan (R)
Representative Don Young (R)

State and Local Officials

Governor Bill Walker
Lt. Governor Byron Mallott
Commissioner Heidi Drygas, Dept. of Labor
Ethan Berkowitz, Mayor of Anchorage

Alaska State Legislators

Tom Begich (D)
Matt Claman (D)
Harriet Drummond (D)
Bryce Edgmon (D)
Les Gara (D)

Alaska State Legislators (con't)

Berta Gardner (D)
Sam Kito III (D)
Gabrielle LeDoux (R)
Anna MacKinnon (R)
Kevin Meyer (R)
Charisse Millet (R)
Paul Seaton (R)
Ivy Spohnholz (D)
Gary Stevens (R)
Geran Tarr (D)
Chris Tuck (D)
Bill Wielechowski (D)
Adam Wool (D)

Individuals

Tam Agosti-Gisler, Anchorage School Board

Mark Begich, Former U.S. Alaska Senator

Jackie Danner, Broker/Owner, RE/MAX Dynamic Properties

Bettye Davis, Anchorage School Board

Johnny Ellis, Former Alaska Legislato

Patrick Flynn, Anchorage Assembly Member

Lynn Gattis, Former Alaska Legislator

Andrew Halcro, Anchorage Comm. Dev. Authority

Steve Lindbeck

Lesil McGuire, Former Alaska Legislator

Cathy Muñoz, Former Alaska Legislator

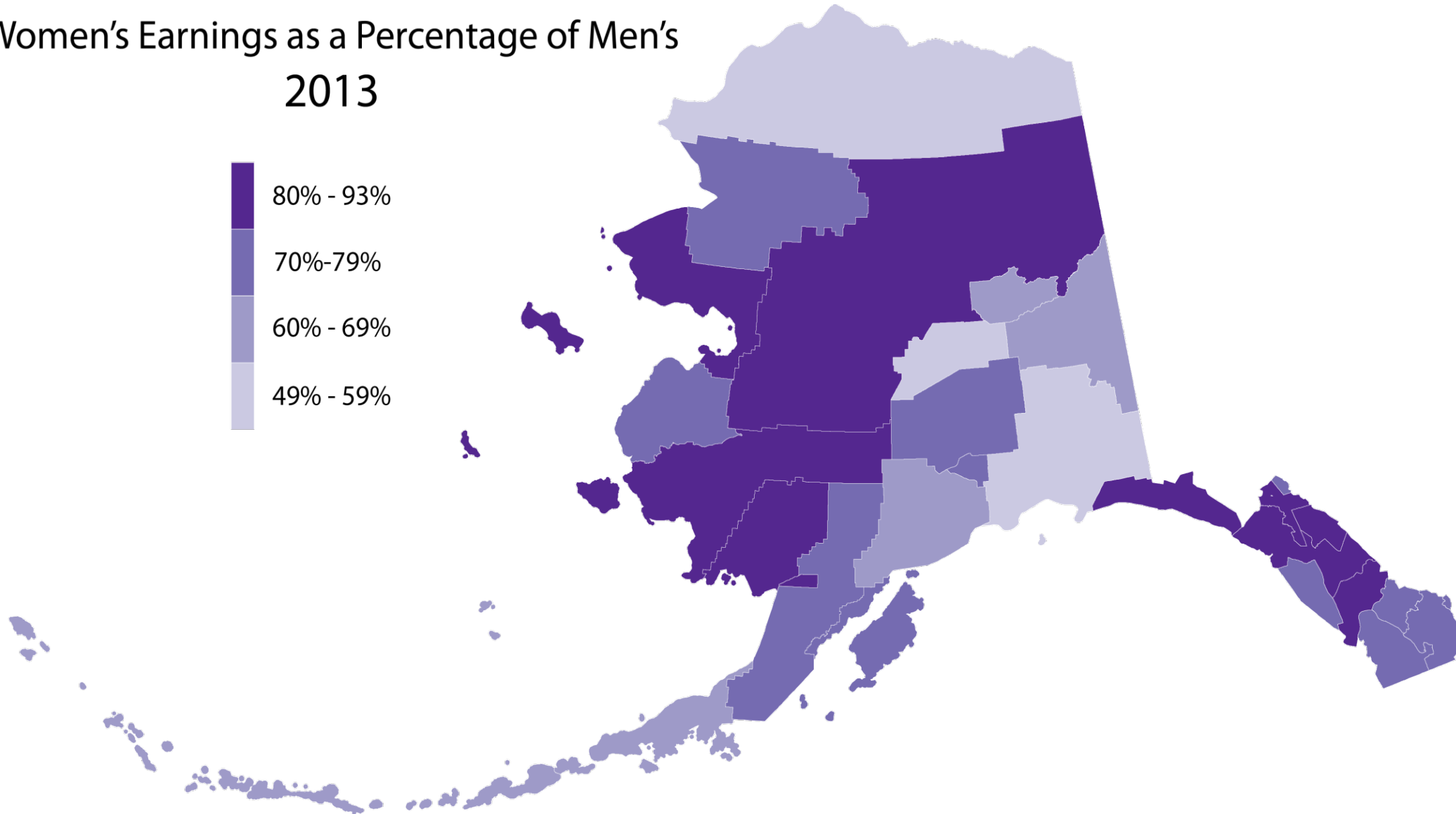
Dana Stabenow, Author

Cathie Straub

Fran Ulmer

Women make less in every part of Alaska.

Women's Earnings as a Percentage of Men's
2013



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

- The persistent wage gap between working men and women is a barrier to women's success and to the success of Alaska.
- When women are underpaid and undervalued, it is more challenging for them to pay off student debt, provide for their families, contribute to their communities, and save for retirement.
- Women's options become limited and so does their ability to strengthen our businesses and our state.