

**Pay Equity Day Press Release**  
**4/20/06**

In recognition of Equal Pay Day, the Bowling Green Branch of the American Association of University Women (AAUW) will be sponsoring a lemonade sale in the Bowen-Thompson Student Union lobby from 10-3 on Tuesday, April 25. Prices for items will be on a sliding scale and aim to raise awareness of pay disparities between men and women. Men will be charged 100% of the cost of the item, while women will be charged only 77% of the cost. Minorities will be charged an even lower percentage of the cost of the item. Your participation in Equal Pay Day is encouraged and appreciated! In addition to showing your support for pay equity, you will also be helping to raise funds to continue the work of the Bowling Green branch of AAUW.

Pay equity refers to the elimination of sex and race discrimination in the setting of wages: it means fair pay for fair work. To match men's earnings for 2005, women have to work from January 2005 to April 2006 – an additional four months. Equal Pay Day takes place on a Tuesday in April, symbolizing the point in the next week and year to which a woman must work to achieve pay equity. Her male counterpart must work five days a week for twelve months, whereas she will work seven days a week for sixteen months to earn equivalent wages.

Pay disparities affect women of all ages, races and education levels. According to the U.S. Census Bureau, women, on average, earned 23 percent less than men did in 2004. Women of color saw an even greater difference, as black women earned 32 percent less and Latinas earned 43 percent less than did men as a whole. Men of color also experience wage discrimination, though. African American men earn 73 cents and Latinos earn only 66 cents for every dollar paid to their white male counterparts.

Anyone holding an associate's degree or higher from an accredited school is eligible for membership in AAUW. Please contact Vice President for Membership, Helene Weinberger at 419-352-6744 or by email at [hweinber@wcnet.org](mailto:hweinber@wcnet.org) for enrollment information. Currently enrolled undergraduate students are also welcome to join as student affiliates. Information is also available on the branch website at <http://www.bgsu.edu/organizations/aauw> or the national website at <http://www.aauw.org>. To find out more about pay equity and what you can do to support it, visit <http://www.aauw.org/payequity>.