



PowHer New York is an inclusive statewide network committed to securing economic equality for all New York women.

Economic inequality persists as a systemic problem, even in progressive New York State. For the last 10 years, PowHer New York (PowHerNY) has worked to close the wage and opportunity gap, first through its signature Equal Pay Campaign, and then through building a network of 100+ organizations, bringing together a diverse set of constituents across New York State to advance a multi-issue, intersectional agenda to accelerate economic equality.

Women continue to face economic inequality.

In New York State today, sexism is alive and well. Women still earn a less than what men earn: for every dollar earned by New York State men, the average woman earned \$0.89.¹

Although New York State has one of the smallest overall wage gaps, Latinas make \$0.46 for each dollar a white male is paid, and African American women \$0.55, which are stunning statistics. The persistent pay gap continues to disadvantage women and families. **On average, women lose \$450,000 to gender-based wage discrimination over the course of a lifetime.**

Women of color and older women are disproportionately impacted: more than 1 in 5 New York City women 65 years and older live in poverty,² with that figure increasing to 1 in 3 among those living alone,³ having been underpaid, undervalued, and underemployed

for decades. Education, long believed a solution to inequality, has not closed the wage gap. Indeed, the pay gap doesn't disappear at higher levels of education; in fact, it increases.⁴

LGBTQI women are doubly impacted by wage inequality: **households headed by two women experience an average lifetime wage gap of \$860,960.** Additionally, gender-fluid individuals face severe wage discrimination: male-to-female transgender people saw their wages fall by an average of one-third after transition, a shameful illustration of the role of gender in determining earnings.

There are approximately 300,000 families in New York City with female heads-of-households. Their poverty rate is nearly three times that of two parent families. Almost 2/3 of minimum wage workers are women. Among tipped minimum wage workers, 70% are women and three times more likely to live in poverty. The lack of workforce supports, such as quality, affordable childcare, is staggering. Although a majority of women in the workforce have children, 86% of American workers have no Paid Family Leave to cover maternity leave.⁵

At the top of the ladder, the view is not better. The US ranks 100 out of 190 for women's political leadership.⁶ The research of

PowHerNY partners Catalyst, Women on Boards and the 30% Coalition, illustrates the slow progress on increasing women's representation on corporate boards⁷; it estimates parity in 40 years. The Global Gender Gap Report ranks the US 45th out of 144 countries⁸ and, at the current snail's pace, wage parity will not be achieved until 2152.⁹

This is the world our young women inhabit. A report by the New York Women's Foundation, *Blueprint for Investing in Girls and Young Women*,"reveals that "more than 40% of NYC's low-income black and Latina girls...are denied the care and reinforcement they need to finish high school."¹⁰ Young women and girls from low-income communities have major responsibilities yet receive little support. While this may build resilience, it also stymies their progress, suppresses their potential, and sells short entire generations of women.

Ultimately, for women and girls to have a better shot at financial security, we must fight for equality and opportunity in all fields, with special attention to nontraditional, higher paying jobs like those in science, technology, engineering and math (STEM) and the skilled trades. Society must also address attitudes toward traditional "women's work," which is undervalued and underpaid.

PowHerNY is uniquely poised to address these challenges. Incorporated as a nonprofit in 2014, the growing PowHerNY Network is committed to accelerating economic equality for all New York women. Our goal is to significantly improve women's economic security by educating the public about these issues, building a robust network, and creating the sense of urgency necessary to fuel reform.

Through the collective efforts of our 100+ Network Partners, plus individuals, we will attain

P-O-W-H-E-R: Poverty Solutions - Opportunity and Access - Workplace Fairness, Healthier Lives - Equal Pay - Representation at all Tables.

There are a multitude of reasons for continued wage and opportunity inequality. However, at the heart of the matter is pervasive, ongoing, systematic gender discrimination. Changing these cultural currents is a long-term endeavor. PowHerNY focuses its work on dismantling structural sexism, concentrating on what we can impact now with concrete solutions using contemporary methods, such as social media and online communications. PowHerNY orchestrates collective action which results in better policies for women, especially young women, women of color, and LBTQI persons.

PowHerNY's holistic and collaborative approach reframes the conversation as one of economic equality, facilitating siloed, issue focused organizations to join forces, connect their work, empower citizens, inspire action, and amplify the voices of women. PowHerNY's innovative model is pushing New York to lead the way in the inclusion of people of all ages and backgrounds in a new wave of activism.

PowHerNY has successfully fought for and won victories preserving and extending women's rights. PowHerNY has grown dramatically since its founding, in part because of its strong foundation as an expansion of an all-volunteer coalition started in 2007, which created an equal pay movement in New York. Our signature program, the Equal Pay Campaign, continues that work by educating the public and raising awareness, promoting legislative reform, and coordinating activities across the state, most notably Equal Pay Day in April.

Our work set the stage for the passage of a Women's Workforce Bill in 2014 and the NYS Equal Pay Act and Women's Equality Act in 2015. We led the effort for a NYC board diversity reporting law, and supported by partner efforts, secured this requirement for city contractors. Our efforts led to an executive order by NYC Mayor Bill de Blasio banning salary history in the municipal hiring process, and we successfully fought to pass a law extending that protection to private sector employees as of October 31, 2017. The effects of the law continue to ripple across the country as companies like Google, American Express and Bank of America adopt this policy.

As well, in January 2017, Governor Cuomo signed two executive orders requiring equal pay reporting by state contractors and banning salary history for the state workforce. PowHerNY is working to expand that protection to all New Yorkers. Represented on the NYS Council for Women and Girls and the NYC Commission on Gender Equity, PowHerNY influences policy reform, notably, in the governor's 2018 equality policy agenda and the 2017 hearings on the gender wage gap.

This pro-woman agenda is also extending into the corporate sector, as we solidify partnerships with business leaders to make wage equality a priority, and work with the New York City Commission on Gender Equity to ensure pay equity city-wide. Our programming engages and educates, creating partnerships and allies across sectors and industries.

PowHerNY's Network Partners collaborate to advance women. In 2013, the organization's singular equal pay focus shifted to a more expansive vision and mission to attain economic equality for New York women. Now PowHerNY coordinates 100+ groups working collectively on intersectional issues. Today, in

addition to equal pay, PowHerNY's core leadership group directs a united agenda. We hold bi-monthly organizing calls; amplify the work of our network partners by disseminating research and programs; support partner campaigns, like One Fair Wage, Paid Family Leave, and #Fightfor15; and publicize our partners' events, research, and online actions.

PowHerNY's innovative online programming supports and powers our work. Using the combined strength of the network, our website and social media platforms such as Google Hangouts, Facebook, and Twitter, we amplify women's (and increasingly men's) voices, propelling economic equality to the top of the agenda for corporations and government.

Late November 2016, PowHerNY hosted its first in-person convening of representatives. 35 diverse organizations affirmed the need to work collectively and committed to doing so. We clarified our focus and solidified our identity as a primarily virtual, non-partisan organization concentrated our efforts on information exchange, collaboration, and coordinated action to further the goal of economic fairness for NY women. A formative organizational inflection point, the convening identified critical issues for PowHerNY partners to support and resulted in a two-pronged approach for PowHerNY's work: a reinforcement of our commitment to a shared agenda, and a dedication to building the strength of our network through increased membership and deepening supports for members.

One year later, network representatives reconvened in November 2017 and affirmed our shared agenda, devised plans for future work, and emerged from the session ready to begin the next phase of our work together.

PowHerNY's shared agenda includes:

+ Fostering Economic Opportunity: In addition to our core Equal Pay work, network partners continue education and advocacy around improving the workplace by promoting workplace flexibility and predictable scheduling, eliminating wage discrimination, increasing transparency, expanding access to non-traditional employment, and broadening diversity, leadership and advancement opportunities.

+ Expanding Child Care: Affordable, accessible, quality child care is essential for women's economic success. PowHerNY's priorities are to advocate for: full funding for Pre-K, state funding or waivers for existing providers to meet new federal health and safety standards, support for the newly formed state child care taskforce, and funding for current providers to meet escalating costs, including increases to minimum wage.

+ Ensuring Reproductive Health: PowHerNY will work to defend women's reproductive rights, supporting proactive work to update New York State's abortion law to reflect *Roe v. Wade*, and protect access to affordable contraception, health care, and maternal health.

+ Fighting Threats to Immigrant Rights, Hate Crimes, and Racism: The increase of hate crimes based on actual or perceived immigration status especially imperils women. We will support measures protecting the safety, legal status and empowerment of our immigrant communities. We will support the preservation of Deferred Action for Childhood Arrivals (DACA), build understanding about immigration reform, and speak out against racially divisive policies.

+ Defending Against Violence and Sexual Harassment: PowHerNY will work for full federal funding for the Violence Against Women Act and preservation of the Office of Violence Against Women. In New York, we will work for adequate funding, new policies in the private and public sectors, and additional protections.

Advancing Our Shared Agenda: PowHerNY priorities will center around these core issues. Network Partners will lead all but the equal pay work and PowHerNY will mobilize our broad network to support their efforts. Information will be shared and decisions made through work groups and bi-monthly leaders calls. Through social media campaigns, we will continue to engage our elected leaders on the need to prioritize and advocate for women's issues. Outreach efforts include coordinating with New York's Women's March groups, supplying them with ongoing activities for new activists.

Network Partners will combine knowledge and numbers through the **2018 PowHer the Vote** campaign. Building on our past success with this original programming, PowHer the Vote 2018 - a program to educate New York voters on women's economic equality issues - will encourage voter participation of the throngs of newly activated, diverse citizens.

Advancing Equal Pay and Workplace Policies: Building on recent hard-won equal pay protections, we will work to push awareness and enforcement of new rights, fight federal rollbacks, and promote additional policy solutions. PowHerNY will educate citizens about new paid family leave benefits, support One Fair Wage, a campaign to extend minimum wage protections to all tipped workers, and improve opportunities for success in non-traditional employment. We will continue our Equal Pay Campaign work, hosting Equal Pay Day events across the state, developing workshops, and advocating and educating in support of our legislative agenda.

We aim to expand our Equal Pay work through targeted outreach to younger women, women of color and LBTQI persons. We plan to work with a diverse group of young women to

develop tools, tailored especially to the needs of young women of color and from low-income immigrant communities, that are designed to help them think about issues of pay equity as they explore their careers, all with the goal of enabling them to become equal pay self-advocates and ambassadors.

In 2018 we plan to launch a new education program: *PowHer Tools for Economic Equality*, a research-based, modular toolkit that will educate workers across New York on their rights in the workplace. PowHerNY will create this toolkit, adaptable to different contexts, and pilot that toolkit in 3-5 areas in New York.

PowHerNY will also engage business as partners in change by launching a new business leaders' roundtable focused on women's economic equality. With mounting evidence that diversity and inclusion is good for business, PowHerNY will engage companies in advancing our goal of economic success for our citizens, the business community, and New York. The roundtable will expand PowHer's efforts to close the wage and opportunity gap.

PowHerNY has impact. At the individual level, PowHerNY is dedicated to inspiring and aiding women to become part of a social change movement. We educate them about current inequities and the urgent need for improvement, and most importantly, our goals and solutions. By making a direct connection between the individual and the issues, PowHerNY helps women to identify as part of a larger cause, encouraging them to take action.

PowHerNY has raised the volume on equal pay, better jobs, fairer wages, supportive workplaces, safer homes and streets, and so much more. The media is covering these issues, politicians are speaking out, and folks are talking openly about protecting our

progress and advancing these issues.

After decades of struggle, in New York we have stronger laws. The workplace fairness bills, especially the equal pay law and salary history ban, passed because women made calls, sent emails, spoke out, and showed up. PowHerNY facilitated and inspired that engagement, and we will work to supercharge this movement until more laws, and businesses, and minds shift in our direction.

Indeed, PowHerNY continues to harness the energy unleashed after the 2016 elections. PowHerNY has experienced significant growth, and has become a lens through which to focus the increased desire for community engagement and advocacy across New York. This role is critical as we deal with the public policy changes imposed by the current federal administration.

Help us Build PowHer. PowHerNY is successfully deflecting attacks on women's equality through local and statewide action and education. We are defending protections and expanding women's rights at the state level, and engaging and educating women about what they have at stake at all levels. Our network is growing in strength and numbers: we are bringing on new partners, breaking down old barriers, and magnifying the efforts of others for shared success. Through the power of our network, workplace fairness and women's equality are front-page news, and our broad, effective coalition has advanced economic justice in New York.

We invite you to join us in this historic effort to advance women's rights.

Beverly Neufeld, President | info@powherny.org

POWHER NEW YORK NETWORK:

2020 Women on Boards/NYC
50/50 in 2020 Coalition
9-5, National Association of Working Women
A1 Works-in-Progress Associates
A Better Balance
American Association Of University Women-NYS
Asian Women in Business
Atlas DIY
Bella Abzug Leadership Institute
Catalyst Inc
CCI-Center for Children's Initiatives
Center for Popular Democracy
Center for the Women of NY
Centro Civico Cultural Dominicano
Change Create Transform
Chhaya CDC
Citizen Action of New York
Citizen's Committee for Children of NY
CWA Local 1180
Community Service Society of NY
National Domestic Workers Alliance
Equal Pay Today!
Family Values @ Work
Girls for Gender Equity
Hollaback!
Human Rights Project/Urban Justice Center
Inclusion Strategies
Institute For The Puerto Rican/Hispanic Elderly, Inc.
Jewish Women's Foundation of NY
League of Professional
Theatre Women
League of Women Voters- NYC
League of Women Voters – NYS
Lean In NYC
Legal Momentum
Levo
Make it Work
Momsrising
Nation to Nation Networking
National Association for Female Executives
National Council of Jewish Women New York Lakeville
National Council of Jewish Women New York
National Institute for Reproductive Health
National Organization of Italian Women
National Partnership for Women and Families
National Women's Law Center
National Federation of Business and Professional Women's Clubs – NYC
New York City Collaboration of Women in Construction
New York City Women's March
New York Civil Liberties Union
New York Coalition of 100 Black Women
New York Immigration Coalition
New York Paid Leave Coalition
New York State Immigrant Action Fund
New York State Coalition Against Domestic Violence
New York State Coalition Against Sexual Assault
New York Women in Communications
New York Women in Film and Television
New York Women's Agenda
New York Women's Chamber of Commerce
New York Women's Foundation
Nontraditional Employment for Women

NOW Brooklyn-Queens
NOW NYC
NOW NYS
NOW Westchester
NY Union Child Care Coalition
NYC4CEDAW
NYS Women, Inc.
Planned Parenthood NYC
Raising Women's Voices New York
ROC New York
ROC United
Take the Lead
The Transition Network
UN Women Metro NYC Chapter
WNY Women's Foundation
Women in Arts & Media Coalition, Inc.
Women in Development- NYC
Women in Health Management
Women Chefs & Restaurateurs
Women's Center for Career Education and Advancement
Women's City Club of New York
Women's Media Center
Women's Organizing Network
YWCA of New York
YWCA Binghamton
YWCA Brooklyn
YWCA City of New York
YWCA Cortland
YWCA Elmira
YWCA Genesee County
YWCA Greater Capital Region
YWCA Jamestown
YWCA Mohawk Valley
YWCA Niagara Frontier
YWCA Northeastern NY
YWCA Orange County
YWCA Queens
YWCA Rochester
YWCA Syracuse
YWCA Ulster
YWCA Western New York
YWCA Westfield
YWCA White Plains
YWCA Yonkers
Zonta Club of New York
Zonta of Greater Queens

ENDNOTES:

1. <http://www.aauw.org/files/2017/02/New-York-Pay-Gap-2017.pdf>
2. <http://citylimits.org/2015/06/25/nyc-wrestles-with-poverty-among-seniors/>
3. <http://citylimits.org/2015/06/25/nyc-wrestles-with-poverty-among-seniors/>
4. <http://www.aauw.org/resource/the-simple-truth-about-the-gender-pay-gap/>
5. <https://psmag.com/how-america-s-lack-of-paid-maternity-leave-worsens-inequality-4519f94a3f38>
6. <http://www.ipu.org/wmn-e/classif.htm>
7. <http://www.catalyst.org/knowledge/2015-catalyst-census-women-and-men-board-directors>
8. http://www3.weforum.org/docs/GGGR16/WEF_Global_Gender_Gap_Report_2016.pdf
9. <http://www.aauw.org/article/pay-gap-will-not-close-until-2152/>
10. http://www.nywf.org/wp-content/uploads/2014/11/FINAL_VFTF_9-24_Full-Report_single-pages.pdf

