

DELAWARE PAY EQUITY



Nationally, women of all races earn 81% of all men's median earnings. The wage gap for all #DelawareWomen is narrower; in the First State, women can expect to be paid 84% of men's median earnings. However, we know that this gap isn't the same for ALL women. Women of color face a significantly larger pay gap, as compared to their white female counterparts.

**White women
in Delaware earn
83%
of white men's earnings**

**Black women
in Delaware earn
69%
of white men's earnings**

**Hispanic women
in Delaware earn
56%
of white men's earnings**

Data Source: U.S. Census Bureau, American Community Survey (ACS) 2014-2018 5-year estimate

DELAWARE LAWS COMBATting THE WAGE GAP

Over the last few years, Delaware has taken meaningful steps to reduce the gender wage gap by:

- ✓ Prohibiting employers from inquiring into an applicant's compensation history (HS 1 for HB 1, 149th General Assembly).
- ✓ Expressly prohibiting employers from taking adverse employment action against an individual based on his or her reproductive health care decisions (HB 316, 148th General Assembly).
- ✓ Banning wage secrecy by prohibiting employers from preventing employees from disclosing his or her wages (HB 314, 148th General Assembly).
- ✓ Expressly prohibiting employers from taking adverse employment action against individual based on his or her reproductive health care decisions (HB 316, 148th General Assembly).
- ✓ Increasing the minimum wage in Delaware to \$9.25 by October 2019 (SB 170, 149th General Assembly).
- ✓ Providing 12 weeks of paid parental leave for eligible state employees, mothers and fathers (HB 3, 149th General Assembly).
- ✓ Requiring that employers receiving contracts from the State shall certify in that contract that, in addition to already mandated fair business practices, the contractor shall ensure that its employees receive equal pay for equal work without regard to sex (HB 3, 148th General Assembly).

SALARY NEGOTIATION WORKSHOPS

The Office of Women's Advancement & Advocacy (OWAA) and the Delaware Women's Workforce Council, in partnership with American Association of University Women (AAUW) and National Coalition of 100 Black Women, Inc. Delaware Chapter, will host four in-person salary negotiation workshops in the fall of 2020. Once details are confirmed, the workshop registration will be posted at de.gov/women. Participants in the workshops will gain the skills and confidence they need to successfully negotiate their salary and benefits packages. Until the workshops can take place in-person, please check out this free online resource at <https://salary.aauw.org/salary-negotiation/>.