



# MIAMI BEACH

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LETTER TO COMMISSION

TO: Mayor David Dermer and Members of the City Commission

FROM: Jorge M. Gonzalez, City Manager

DATE: April 10, 2007

SUBJECT: **National Pay Equity Day**

April 24 is National Pay Equity Day and to help bring attention to it, members of the Miami Beach Commission on the Status of Women – "Women in Red" will march on Lincoln Road on Tuesday, April 24, 2007 beginning at 12 noon. You are all welcome to attend this march in support of pay equity.

The participants will wear red to call attention to the fact that women are "in the red" when it comes to equal pay. In fact, median earnings of women working full-time year round are approximately 25% less than the median earning for men. The members of the Miami Beach Commission on the Status of Women will distribute post cards listing basic facts regarding the event and the status of pay equity today. The women will converge on Lincoln Road at Euclid Avenue on the grassy platform near the band shelter and will march on a westerly loop towards Alton Road and then back to Euclid Avenue. The event should last approximately an hour.

A proclamation declaring April 24, 2007 National Pay Equity Day will be presented at the march by Commissioner Matti Bower.

If you have any questions or need additional information regarding this event, please feel free to contact me.

JMG: MEM: mem

Attachment

SCANNED  
4/12/07

**Miami Beach Commission on the Status of Women**

**WOMEN "IN THE RED" MARCH ON LINCOLN ROAD  
National Pay Equity Day / April 24, 2007**

**Fact Sheet**

**Q: What is pay equity?**

**A:** It is a method of eliminating discrimination against women who are paid less than men for jobs requiring comparable levels of expertise.

**Q: Why are the participants dressed in red?**

**A:** Because women remain "in the red" when it comes to equal pay for equal work.

**Q: How large is the wage gap?**

**A:** On average, women working full-time year round earn approximately 25% less than their male counterparts\*.

**Q: Why is there a wage gap?**

**A:** There are three main reasons\*:

- 1) Many women and people of color are still segregated into low-paying occupations
- 2) Differences in education, experience or time in the workforce
- 3) Discrimination\*

**Q: What is the status of efforts to achieve pay equity?**

**A:** The Fair Pay Act has been introduced in the U.S. House of Representatives. If passed, it would expand the Equal Pay Act of 1963's protections against wage discrimination to workers in equivalent jobs with similar skills and responsibilities, even if the jobs are not identical.

In addition, the Paycheck Fairness Act has been introduced in the U.S. Senate. If passed, it would amend the Equal Pay Act & the Civil Rights Act of 1964 to provide more effective remedies to workers who are not being paid equal wages for doing equal work.

**Q: What can I do about pay equity?**

**A:** To help resolve a personal situation involving unfair pay, contact:  
The Equal Employment Opportunity Commission (EEOC) at 800-669-4000 [www.eeoc.gov](http://www.eeoc.gov)  
The Equal Rights Advocates (ERA) Advice & Counseling Hotline at 800-839-4372  
Miami-Dade County Equal Opportunity Board (EOB) 305-514-6193;  
[www.miamidade.gov/eob](http://www.miamidade.gov/eob)  
To learn more, visit [www.pay-equity.org](http://www.pay-equity.org)

\*based on research by National Commission on Pay Equity

# LADIES IN **RED** ... LOTS OF US!

PLEASE JOIN US ...

## WOMEN "IN THE RED" MARCH ON LINCOLN ROAD

**TUESDAY, APRIL 24, 2007**  
**National Pay Equity Day**  
**12 noon – 1 pm**  
**Lincoln Road at Euclid Avenue**

We'll converge (**DRESSED IN RED**) on the grassy platform near the band shelter and march in a westerly loop towards Alton Road & back to Euclid. Join us for this important hour (**DRESSED IN RED**) to symbolize that women are still "**IN THE RED**" when it comes to Equal Pay for Equal Work. On average, women working full-time year round earn approximately **25% LESS** than their male counterparts.

Organized by:

**Miami Beach Commission on the Status of Women**

Event Chair: Debra Leibowitz / 305-531-7887 / [adsetcinc@atlanticbb.net](mailto:adsetcinc@atlanticbb.net)

Co-Chair: Dona Zemo / 305-672-1270 / [dona@miamibeachchamber.com](mailto:dona@miamibeachchamber.com)