

IN CELEBRATION OF THE ONE-HUNDREDTH ANNIVERSARY OF DELTA SIGMA THETA SORORITY, INC

**HON. GARY C. PETERS**

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 9, 2013*

Mr. PETERS of Michigan. Mr. Speaker, I rise today to recognize the members of Delta Sigma Theta Sorority, Inc. as they celebrate a century of sisterhood and service. Over the past one-hundred years, the members of Delta Sigma Theta have guided many young women through the transition to adulthood, instilling values that have allowed them to reach their potential as publicly active members in their communities.

This enduring fellowship began on January 13, 1913, when twenty-two young women at Howard University in Washington, D.C. founded the sorority. Brought together in their shared life experiences, these young students envisioned an organization of women brought together in pursuit of promoting academic excellence, providing support to the underserved, and cultivating an interest and active involvement in public policy debates, with the goal of creating solutions to issues affecting their communities. As a testament to their dedication and leadership, Delta Sigma Theta continues its mission, serving communities and individuals all over the world.

As a central tenant of the Delta Sigma Theta Sorority, a deep passion for fighting for equity and equality is an ideal shared by its members. In keeping with this commitment, the sorority's first public act was to organize and march in support women's suffrage in Washington, DC. Many prominent community leaders have been proud to call themselves Deltas, including Congresswoman Shirley Chisholm, a pioneer for women and African Americans in elected office. Following in Chisholm's success, Delta Sigma Theta member Congresswoman Barbara Jordan became the first woman to represent Texas in the U.S. House of Representatives. Both of these Deltas, in keeping to their ideals and beliefs, used their public office to give a voice to those who were unable to be heard.

As a Member of Congress from the Greater Detroit region, I have the pleasure to represent so many Delta Sigma Theta members in the Detroit Alumnae, Southfield Alumnae and Pontiac Alumnae chapters. Each of these chapters has a long and distinguished history of members doing their part to nurture future generations, shape the leaders of tomorrow and engage their communities in renewal and reaffirmation of citizenship.

Mr. Speaker, I am honored to represent the members of three dedicated chapters of the Delta Sigma Theta Sorority, Inc. and I wish them another hundred years of success in fulfillment of their mission to create a more just world that allows our youth to realize their full potential.

SUPPORT OF EQUAL PAY DAY

**HON. SHEILA JACKSON LEE**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 9, 2013*

Ms. JACKSON LEE. Mr. Speaker, today is Equal Pay Day, the day in April recognized annually to signify the point into a year that a woman must work to earn what a man made the previous year.

This means that on average, a woman needed to work from January 1, 2012 until April 9, 2013 to earn the same salary that a comparable man earned in 2012 alone.

More than 50 years after Congress made it illegal for employers to discriminate on the basis of sex, it is shameful that hard working American women are paid so much less than their male counterparts for the same work.

Today, women make up nearly half the workforce, but their paychecks still lag far behind men's. Today the typical American woman who works full time, year round is paid only 77 cents for every dollar paid to her male counterpart.

The wage gap occurs at all education levels, after work experience is taken into account, and it gets worse as women's careers progress.

Women are paid less than men in nearly every occupation. One study examining wage gaps within occupations found that out of 265 major occupations, men's median salary exceeded women's in all but a few lower paid service sector jobs.

The six jobs with the largest gender gap in pay and at least 10,000 men and 10,000 women were in the Wall Street-heavy financial sector: insurance agents, managers, clerks, securities sales agents, personal advisers, and other specialists.

Advanced-degree professions proved no better predictors of equality. Female doctors made 63 cents for every \$1 earned by male physicians and surgeons. Female chief executives earned 74 cents for every \$1 made by male counterparts.

Women only constitute 3.7 percent of Fortune 500 chief executives and 18.3 percent of corporate-board directors.

The wage gap impacts women as soon as they enter the labor force, expands over time, and leaves older women with a gap in retirement income.

The wage gap is smaller for younger women than older women, but it begins right when women enter the labor force. The typical 15–24 year old woman working full time, year round, earns 92.2 percent of what her male counterpart is paid.

Among older women, the gap is even larger. The typical 45–64 year old woman working full time, year round is paid just 72.8 percent of what her male counterpart is paid. For women still working at age 65 and older the figure is 72.1 percent.

A typical woman who worked full time, year round would lose \$443,360 over the course of a 40-year working life due to the wage gap. This woman would have to work almost twelve years longer to make up this gap. A typical woman working full time, year round who starts, but who does not finish high school would lose \$372,400 over a 40-year period, an enormous amount of money for women who are typically paid \$21,113 a year. This woman

would have to work over seventeen years longer to make up this gap.

As a result of lower lifetime earnings and different work patterns, the average Social Security benefit for women 65 and older was about \$12,700 per year, compared to \$16,700 for men of the same age in 2011.

In 2010, women 50 and older received only 56 cents for every dollar received by men in income from pensions and annuities. One study found that the typical woman worker near retirement with a defined contribution plan or individual retirement account had accumulated \$34,000 in savings, while her male counterpart held \$70,00—more than twice as much. Reasons for the Wage Gap

REASONS FOR THE WAGE GAP

Several important factors contribute to the wage gap. Among them are discrimination, racial disparities, occupational segregation, which involve structural factors which operate to concentrate women in low-wage jobs and limit their access to higher paying jobs in non-traditional occupations. Also playing a part is the devaluation of women's work and women's greater responsibility for care giving.

A study by labor economists Francine Blau and Lawrence Kahn found that even controlling for the combined effects of occupation, industry, work experience, union status, race and educational attainment, 41% of the wage gap remains unexplained. This indicates that discrimination plays a sizable role in the gender wage gap.

Some of this discrimination seems to be directed against mothers. A study by sociologists Shelley Correll, Stephan Benard, and Ian Paik found that, when comparing equally qualified women job candidates, women who were mothers were recommended for significantly lower starting salaries, perceived as less competent, and less likely to be recommended for hire than non-mothers.

The effects for fathers in the study were the opposite: fathers were actually recommended for significantly higher pay and were perceived as more committed to their jobs than non-fathers.

But it is not only mothers who are discriminated against in the workplace. Study after study shows that when companies are reviewing resumes, they are more likely to hire men, and more likely to offer those men a higher salary. These studies are done by submitting identical resumes, but changing the name of the applicant. This means that even with the exact same resume and qualifications, Roberta is offered a lower salary than Robert. Joanna is offered a lower salary than Joe. Women are offered a lower salary than men just because they are women.

THE WAGE GAP IS EVEN GREATER FOR WOMEN OF COLOR

Women of color experience a far greater wage gap than their white, non-Hispanic counterparts.

The typical African-American woman who works full time, year round makes only 64 cents, and the typical Hispanic woman who works full time, year round only 55 cents, for every dollar paid to their white, non-Hispanic male counterparts. For the typical white, non-Hispanic woman, this figure is 77 cents.

The wage gap for African-American and Hispanic women working full time, year round persists when the effect of race is examined alone. The typical African-American woman working full-time year round is paid