

DataHaven

Classroom Materials

Title of Material: The Gender Wage Gap (Stations)

Topics Discussed: Gender equality, wage gap

Skills Utilized: Reading skills, data analysis, problem solving

Format: Station activity, thought questions can be discussed

In Person or Online: In person

Procedure/Instruction Suggestions:

Station activities are a great opportunity to have students move around the room while working in a group and covering lots of information in one class period. You can print out one copy of each station and put it on a table, with the room set up with however many station tables are needed. Students do not write on these printouts; they write on the answer sheet (provided). This way, paper is conserved, you don't have to worry as much about computers shutting down, and the handouts are easy to collect or turn in online.

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2020

The Gender Wage Gap Printable Stations

Station One

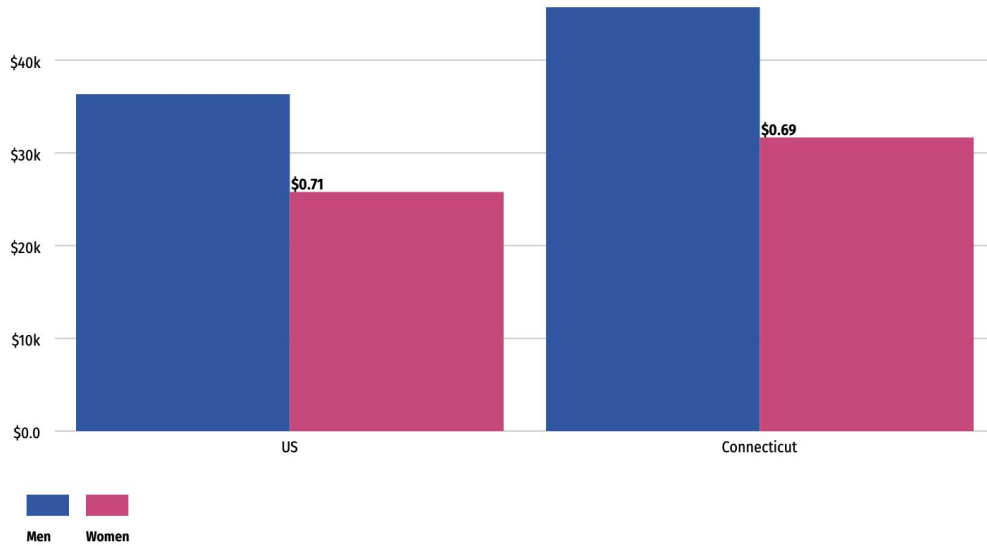
Background: The gender wage gap refers to the average difference between what men make and women make at their jobs. Generally, women are paid less than men. The wage gap is the result of several circumstances. Discrimination, or the unfair treatment of someone based on things like their gender, race, sexuality, or age, plays a huge role in the gender wage gap. Part of the problem is that women are paid less for jobs demanding the same level of work, education, or qualifications. Two jobs may look the same in action, but a male employee makes more for his defined job than the female employee makes for her defined job. Another part of the problem is that jobs employing more women than men (like waitstaff, teachers, and nurses) make less on average than jobs employing more men than women (like construction workers, engineers, and police officers). Even with laws passed to protect women and to ensure their equality, this inequity persists. This wage gap is even larger for Black and Latina women.

The gender wage gap has a profound impact on women, not only because they do not make as much, but because it can impact their ability to support a family, be financially independent, and invest in things like property, education, their future, and things they enjoy doing.

Station Two

Median annual income by sex, 2015

Women's pay per male dollar



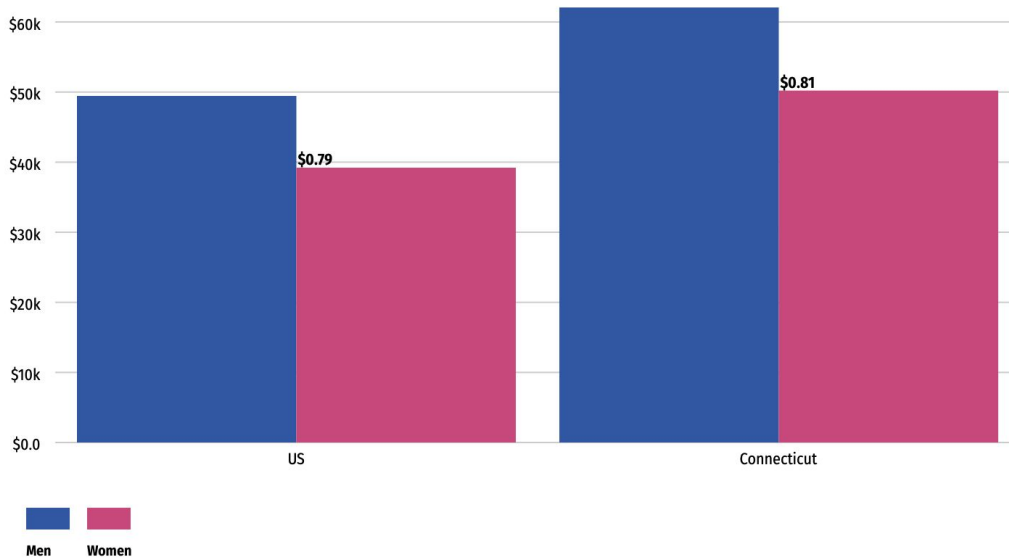
←

Working women in Connecticut are paid 69 cents for every dollar paid to working men (DataHaven).

Station Three

Median annual income among full-time workers by sex, Connecticut, 2015

Women's pay per male dollar



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Only 54% of working women in Connecticut work full-time. One possible explanation for women's lower wages is that fewer women work full-time than men. Women working full-time earn 81 cents on the full-time male dollar. Among

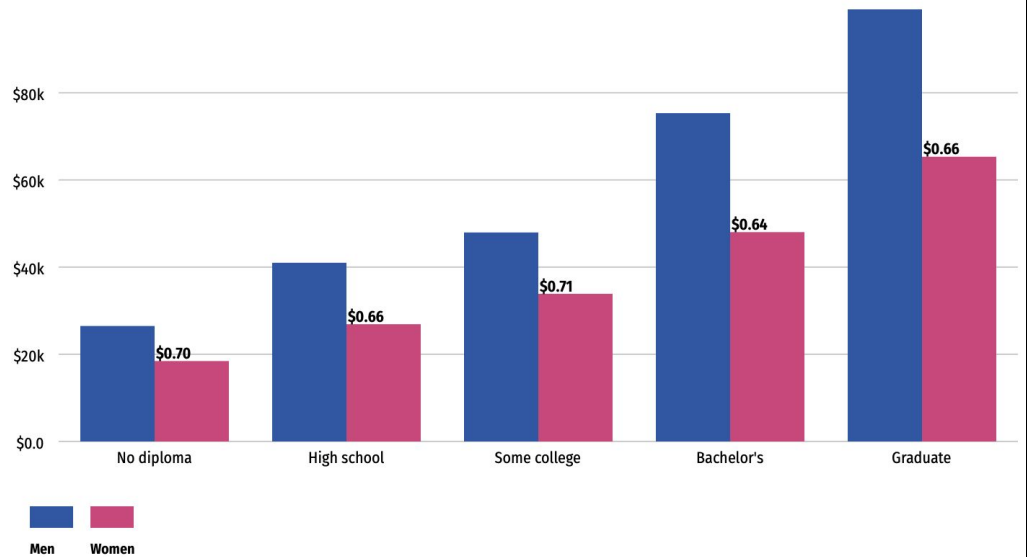
full-time workers, the gap between women's and men's pay is smaller, but still persistent (DataHaven).

Station Four

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The wage gap appears within each education level. In fact, Connecticut women who have attended some college but didn't complete a degree earn less money than men who never started college, and women with graduate degrees on average earn less than men with only a bachelor's degree (DataHaven).

Median annual income by sex and education, Connecticut, 2015

Women's pay per male dollar at same education level



Station Five

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Even within the same occupation type, women are paid less. The wage gap persists between men and women in the same occupation category, and the gap is worse in some occupations than others (DataHaven).

Median annual income among full-time workers by sex and occupation, Connecticut, 2015



Final Reflection

Thought Questions:

1. Based on what you read and data you analyzed, in your own words, what is the gender wage gap?
2. Why does the gender wage gap exist? Cite specific reasons.
3. What statistic stood out to you the most? Why? It could be the most surprising, one that you have recognized in your own community, or one that you want to know more about.
4. What would it take to close the gender wage gap in our state?
5. How can collecting and sharing data help us close the gender wage gap?

Name:

Period:

Gender Wage Gap Stations Answer Sheet

Station One

1. Below, take notes on what the wage gap is and why it is important to know about. This will be important for your final reflection questions:

Station Two

1. What can you conclude based on this graph? Be specific.

Station Three

2. What can you conclude based on this graph? Be specific.

Station Four

3. What can you conclude based on this graph? Be specific.

Station Five

4. What can you conclude based on this graph? Be specific.

Final Reflection

Thought Questions: Use the given background and write in complete sentences.

1. Based on what you read and data you analyzed, in your own words, what is the gender wage gap?
2. Why does the gender wage gap exist? Cite specific reasons.
3. What statistic stood out to you the most? Why? It could be the most surprising, one that you have recognized in your own community, or one that you want to know more about.
4. What would it take to close the gender wage gap in our state?
5. How can collecting and sharing data help us close the gender wage gap?