



# Women's Rights

## Speakers:

Patricia Fae Ho, former President of American Association of University Women (AAUW)  
Sara Stanley, Healing Abuse Working for Change (HAWC)

## Women's Rights Topics

- Wage inequality & leadership underrepresentation
- Violence against women
- Healthcare rights

## *Calls to Action*

- WOMEN SUPPORT WOMEN through teamwork, mentorship, advice and support.
- Until July 31, public comments are invited on Title X restrictions. It's easier to do it with a prewritten statement. Here's one from Planned Parenthood. [https://www.weareplannedparenthood.org/onlineactions/vMKua\\_u\\_9kqI-SH5IvcDEaw2](https://www.weareplannedparenthood.org/onlineactions/vMKua_u_9kqI-SH5IvcDEaw2)
- [She Geeks Out](#), [Worksmart](#) and [Startsmart](#) are initiatives helping women with job access, training and salary negotiation.
- Health and Human Services – comment section is open until July 31<sup>st</sup>.
- US legislation – *Paycheck Fairness Act* is stuck in committee. Referred to house Committee of Education and Workforce on April 2017. Call you senator and congressman to get this act out of committee and onto the floor.

## *Wage Inequality & Leadership*

A 'living wage' involves more than paycheck. It involves affordable healthcare, access to housing, education, jobs & training, debt relief, retirement security as well as equal pay.

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### *Locally:*

In 2016, the poverty line was \$20k/year and 57% of women living in Essex County are below the poverty line. The actual cost of living in this area is \$64k/year equating to a wage of \$31/hour. The minimum wage in MA is currently \$11/hour, increasing to \$15/hour over the next 5 years.

The wage gap in this area is evident.

### *Nationally:*

The national median income for women is \$44k/year with black women earning \$37k/year and Latinas earning \$30k/year. It averages to an 80% wage gap with Equal Pay Day occurring on April 10<sup>th</sup> illustrating the 3+ additional months women have to work to equal the wages earned by their male counterparts.

The racial breakdown of the pay gap is as follows:

- Asian 87%
- White 79%
- Black 63%
- Latin 54%

When an industry becomes primarily an industry run by women, the overall pay scale decreases as seen in the teaching, healthcare and veterinary professions.

Cultural expectations or bias contribute to the problem. There's a documented motherhood penalty where a mother will earn 13 – 18% less than her single women counterpart and there's a 4% decrease for each additional child.

The ceiling in corporate America is middle management with only 23% female CEOs.

***She Geeks Out*** and ***Worksmart*** are both organizations helping women with job access, training and salary negotiation. For recent graduates, there's Startsmart we well.

### Industry Leadership

- 70% of public educators are women, however only 20% of the superintendents are female.

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- 45% of non-profit workers are women, while only 5% of its CEO's are female.
- There are 19% women in Congress and 25% in state legislation.
- Only 6% of state governors are women.

When women lead, profits go up, voting increases, positive policies improve and collaborative decisions reign.

### ***Violence Against Women***

Violence against women includes sexual assault, sexual violence, rape and domestic violence. It can be emotional, financial, physical, cultural and religious.

The underlying foundation is that women are valued less than men. There's contempt and prejudice against women.

### Statistics

The scope- in the US, 1 in 4 women will experience intimate violence. In Massachusetts, it's 1 in 3.

For black women, it's worse. It's 1 in 2. For people with disabilities, it's also 1/2.

### Tools & Requirements

Building the independence and security of women is paramount to addressing this issue. The following is a list of available services and work to be done:

1. *Crisis intervention* – HAWC (Healing Abuse, Working for Change)
  - 24-hour hotline
  - Free legal clinics for divorce, custody, employer-related issues
  - Shelter
2. *Fixing gender pay gap*
3. *Healthcare* – breaking the cycle of dependence by offering affordable and accessible healthcare, including birth control.
4. *Offering paid maternity leave, childcare and transportation*
5. *Food security*

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### Cultural Evolution

In addition, there needs to be an evolution in culture. Things each of us can do:

- Give money and/or volunteer to help women and children
- Use our voices.
- Boycott products, services, teams or individuals who contribute to the bias against women.
- Change victim blaming. #metoo movement is one way.
- Role model for younger generation.
- Have sexual consent talks with minors and peers as 1 in 4 girls and 1 in 6 boys are sexually molested in MA.
- Talk about sex. Yes, needs to be enthusiastic and clear of any mind-altering forms.

### **Healthcare**

Healthquarters, founded in the 1970's, is located in Beverly, MA and specializes in women's reproductive health.

Reproductive health should be termed reproductive justice as it's a human rights issue. It involves body autonomy in safe, sustainable communities. It includes sex education, prenatal care, pregnancy health, domestic violence assistance and family support as well as basic female healthcare.

Massachusetts has the 2<sup>nd</sup> lowest uninsured rates in the nation, but transportation, accessibility and safety are still concerns for access to healthcare.

Insurance is typically provided through an employer and that gives the employer power over using the healthcare plan for reproductive issues.

*Local:*

Health Quarters provides excellent, affordable healthcare on a sliding scale.

*State:*

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In April 2018, Massachusetts signed the Patch Act (*Protecting Access to Confidential Healthcare*) into law. It allows insurers to suppress distribution of patient's information to the holder of the insurance. It protects the patient's privacy.

### *National:*

Title X is a federal program granting fair, sound family planning and preventative services at up-to-date facilities without coercion. It does not include abortion services.

### Global gag rule turns domestic -

Trump changed the rule allowing family planning providers to discuss abortion as an option with women who are contemplating their choices. Funding will be cut for those who still have the conversation.

“Late last month, the Trump administration [proposed](#) a new rule that could prohibit doctors who receive a type of federal funding called Title X from explicitly referring their patients to abortion providers. Under the new rule, only a pregnant woman who has already decided she wants an abortion—rather than one who is simply weighing her options—could be given a list of medical providers, and [not all of](#) the providers can be abortion providers. The rule might still be changed before it goes into effect.” – *The Atlantic June 4, 2018*

Every \$1 spent on family planning saves \$7.06.

As Hilary Clinton states at the 1995 UN Women's Conference, “Women's rights are human rights and human rights are women's rights.”