

Bowie State University
LIMITATIONS AND STIPULATIONS: UNEQUAL PAY FOR EQUAL WORK FOR
WOMEN IN THE U.S.

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the degree of

Master of Arts
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By

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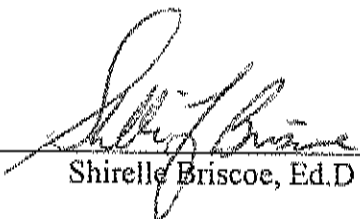
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Abstract

Gregory (2003) demonstrated that for the past thirty-five years small steps of progress have been made towards women's equality. However, he stated that sex discrimination is still blatant, subtle and covert and it continues to plague working women. He continued to argue that nearly all the population of women in the U.S. encounter obstacles in job advancement, whether the obstacles are glass or cement ceilings or ordinary brick walls. (p.5). The researcher will attempt to elaborate on disparate treatment women have endured for generations. With the current pay scale between women and men, women receive 23 cents less than their male colleagues out of every dollar earned. Because this system exist, it impedes a woman's holistic growth and functionality. For example, there are some women who are trapped in abusive relationships but cannot leave because they lack adequate financial resources.

Gregory (2003) pointed out that employer retaliation comes in various forms, although employers tend to favor discharge over other options. (p.162). He also stated that other forms of retaliation employers use to punish their employees for having engaged in protected activities include denials of promotion and demotions (p.163). The fear of retaliation prevents a woman from reporting the perpetrator. In addition, some of the political realm is working night and day against the improvement and progress of the women's population. With the above argument made about the disparate treatments towards women, the researcher will apply the qualitative method in this thesis to breakdown problems women face. Plus, the researcher makes suggestions how the nation can be involved in resolving and eliminating these issues, individually and collectively, to moving women's rights and progress forward and permanently.

Dedication

First, I give all the praise, gratitude, and thank you to my creator, GOD. And, to my wonderful mom, Elizabeth Offurum, the unsung hero, who is my inspiration and my model. As a small token of appreciation, I dedicate this work to my mom. My mom continues to play many roles as a mom and dad, teacher, counselor, police officer, mediator, doctor, dietician and many others. She has and continues to relentlessly pave the road for me and others through GOD by being patient and obedient, even through hard times when there was no hope, no comfort and no helping hand. My mom is selfish to herself but selfless to others. My mom exemplifies strong characteristics of bearing the impossibilities, endurance, and unconditional love. She is my foot soldier for yesterday, today and tomorrow. I am truly blessed and honored to have my mom. I will forever be insufficient of repaying the holistic sacrifices she has made for me. I am forever indebted to my mom.

Acknowledgement

I want to express unlimited thanks to my alma mater, Bowie State University (BSU). And to further extend my gratitude to the faculty and staff for giving me a hand up when I was in holistic need. In the fall of 2009, I enrolled at Bowie State University in the undergraduate study majoring in Communications. During my time of figuring out how to piece together my life after some unfortunate circumstances, I was planning to study at Bowie State University for one or two semesters than transfer to another four year institution. Actually, a counselor from the other university advised me to take classes at Bowie State University. I was told when I completed the prerequisites to reapply to the university. I applied at BSU and was accepted. Later after being accepted at BSU, I attended the open house where various speakers, one of them being Dr. Otis Thomas, who gave a very attractive description of the Communications department. I was all ears because of the overall discussion from various departments heads regarding what will be offered intellectually and the sense of camaraderie was genuine. Hence the open house, I was sold and committed to completing my undergraduate and graduate degrees at Bowie State University, and abandoned my plan to going back to the other university.

I have encountered various professors who have influenced my passion of speaking out through my writings of unjust treatments and disrespect towards the minority community and the less fortunate. Also through Bowie State University, I was blessed to gain employment in the federal government. They also reinforced that being positive is imperative because whether I am aware of it or not people are watching and I always have to maintain my integrity and self-respect.

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CHAPTER I

Introduction

Although many sung and unsung heroes have paved the way for women's rights and freedoms, there is still tremendous work to be done to fully recognize and embrace women's equality in the United States. The government is supposed to represent all people of the United States and not some. Government has the authority and oversight to make laws and policies, and enforce them. Although there are laws in the books against forms of discrimination regarding unfair pay practices, some businesses and employers do not take them seriously. Recently in the news, there were reports of an editor fired for investigating and discovering unfair pay practices. According to Johnson (2014), she talked about New York Times replacing executive editor Jill Abramson with managing editor Dean Baquet. Johnson explained that the Times alleged Abramson had problem with her "management style" and was not a reflection of her time at the executive editor's desk. Contrary to that, Reuters (2014) reported that Abramson hired an attorney to investigate her predecessor's salary, Bill Keller. The findings from the attorney reported that Abramson was earning less. When Abramson brought the issue to the employer's attention she stated that is when she was terminated for speaking up. No matter how high or low the status of a woman's educational background and/or career, women will always be viewed as unqualified to climb the career ladder as their male counterparts, and they will be considered undeserving to receive high quality pay for equal work or just have a fair shake in life. Mink (2010) discussed a woman's place in the U.S. labor market and gender wage disparities. Mink reflected that women who enter the "men's world" encounter signal inequalities: Hillary Clinton's presidential campaign and Lily

Ledbetter's unequal wages are just two high-profile examples. She explained further that work historically assigned to women, whether in the labor market or in the family, faces inequalities rooted in the low value ascribed to work performed mostly by women. She pointed out that low valuation of women manifests, whether women are labor market workers or caregivers in families. (p.14). The unequal pay system for women for equal work is blatantly unfair. She demonstrated that data on the wage gap documents depressed value of women's work in the labor market: work that is performed by women earns low pay; work that usually is performed by men earns less pay when it is performed by women. She talked about the wage statistics that shows an overall wage disparities of women in general have lower incomes than men. And, she suggested that women's lower earnings, in turn, mean that women are more likely than men to be poor. Rather than revalue and support women's work, the public policy designed to mitigate the economic insecurity of mothers' families actually disdains single mothers as labor markets workers, as caregiver, and as unmarried women which Gwendolyn Mink referred to in *Women's Work, Mother's Poverty*. (pp.14-15). Jonathan Martin's (2013) stated that Stuart Stevens, the top strategist for Mitt Romney's presidential campaign, said to an audience of reporters that electing Hilary Clinton would be like going back in time because she has been around since the '70s.

Also, Martin added how Senate Mitch McConnell of Kentucky, the Republican leader, ridiculed the 2016 Democratic field as "a rerun of The Golden Girls" his reference of Hilary Clinton. (p. 1). With the on-going issue of pay disparity towards women in the U.S., the financial lack lessens a woman's ability to escape abusive relationships. The researcher tells that her dad would say, "Women want equal left and equal right."

The meaning behind this statement is “what is the fuss that women should be submissive without question or resistance.”

Pickert (2013) described that before domestic violence became a national priority in the 1970's and 80's, she stated the typical response was to call law enforcement on men who beat their wives and girlfriends. A woman who is attacked by her partner, neighbors would call the police, and the cops would arrive without making an arrest. Domestic violence was viewed as a private matter until the 1994 Violence Against Women Act was passed. Since then, this law has been reauthorized several times by Congress and signed by President Obama. (p.1). Grohol (2010) described that conflicts in dual-earner families continue to exist as women are asked to perform more of the at-home duties even when they work long hours. Women have less time available to do paid work because they still are expected to do more housework and perform most of the caregiving responsibilities. (p.1). For generations, women have been put on the forefront to fight many battles by playing multiple roles, internally and externally, with minimum resources to resolve challenges. Meanwhile, women are unaware that while they are building the world and the universe; they are depleting their resources which place them in a vulnerable place and insidious situations that leave them out in the cold, sometimes fatal. In reality, the choices women have are if they respond to their needs and wants she is considered selfish and self-centered. But, if women abandon their desire to oblige to another person's demand; when they are in need of a hand up they are quickly rejected and scolded leaving them with nowhere or no one to turn to. And, where domestic violence exists, then most likely there is sexual violence. The knowledge of women's pay disparity and violence against women go hand-in-hand and traps women with or without children in dangerous and degrading relationships.

Especially, when they realize their holistic resources or support system are weak and unreliable to give them a step forward to safety.

Seghetti and Bjelopera (2012) wrote in 1994, congress passed the Violence Against Women Act (VAWA, P.L. 103-322). They stated the law was intended to change attitudes toward domestic violence, foster awareness of domestic violence, improve services and provisions for victims, and revise the manner in which the criminal justice system responds to domestic violence. Fast forward, they illustrated on April 27, 2012, Representative Adams introduced the Violence Against Women Reauthorization Act of 2012 (H.R. 4970). It differs in substantive ways from S. 1925 including with respect to the VAWA-relate immigration provisions and in the populations it would include the underserved population. (p.2). As stated, this legislation is supposed to protect women from violent crimes, such as rape or domestic violence. But lately, some politicians have been chipping the law to morsels making it feeble and unstable. This action gives the perpetrators permission to continue victimizing the victims because the criminals acknowledge that they will not be accountable for their crimes. For example, Maxwell (2013) talked about Marissa Alexander who was convicted up to 20 years in prison for firing a warning shot into the air in self-defense, during a confrontation with her abusive husband, Rico Gray. Thus far, Marissa has served three years in prison for defending herself and protecting her life. (p.1).

Even though she was released from prison the day before Thanksgiving in 2013, the damage has already been done by re-victimizing Ms. Alexander. Since Alexander's release the state persecutor, Angela Corey wants to increase Alexander's sentence to 60 years if she is convicted. Greeley (1993) asserted that the necessity of feminism is sorting out relationships between the sexes.

He demonstrated the following three documented prima facie: 1) At the beginning of the present century a twenty-year old woman in the United States or Great Britain could count on living twenty-five more years, fifteen of which a third of her life would be devoted to childbearing; 2) The surge in divorce during the 1970s, though it has since leveled off by two variables, birth control pill and new employment opportunities for women; and 3) one-third of American women have been victims of rape, two out of five have been threatened with rape. (p.1). Despite the various changes of the women's movement; women are likely to experience attacks in their lives; denied equal pay for equal work; the right to quality healthcare; the right to reproductive choices, privacy and freedom; the right to vote; the right to not only survive, but to thrive and live as her male counterparts. These demeaning acts towards women are to slowly but surely bring the women population in the U.S. and across the world to quiver to their knees and back to the stone ages. According to Forbes and Ames (2012), they used Frederick Jackson Turner's quote of Americans' "antipathy to control" has launched many crusades in the name of liberty, from the abolition of slavery to the later campaign for women's rights. (p. 84).

When Turner talked about Americans' "antipathy to control" he meant that white man who are wealthy land and property owners have lost their way and ability of putting what they categorize as the minority population in their mediocre place. The ridiculous notion that women have to be the sacrificial lamb to pave the way for others and severely ignore their holistic needs is absurd. Glynn (2013) described the choices women and men make do not occur in a vacuum. She added, the fastest growing sectors of the economy are female dominated, but they are also jobs with low wages and large gender wage gaps. (p.1). If everyone in our society are equally and sufficiently reliant, then there

would be minimal, individual and collective, dependency on the government system and poverty will decrease significantly.

Bergman and Surrey (1997) chronicled the historical roots of the male-female relationship are thousands of years old and are embedded in a patriarchal system which has shaped our institutions, our thinking, and the patterning of our relationships. (p. 260). Often women are exploited as caregivers because naturally they are compelled to serve and nurture others. But, when a woman is in need of support she is all by herself. For example, many ads depict women in a derogatory manner. A Cialis commercial is a great example for men with impotence problems. In the television ad, women are standing by their man with his “sexual problems.” But in commercials relevant to women’s health issues, whether it is about tampons, pads, or bladder issues, the ad will typically show or present the women by themselves with no man by her side supporting her through her health battles. In contraceptive ads, women are portrayed on the ad as taking measures to prevent pregnancy; so their male friend or husband will not be disappointed with them because a baby on the way would take away from the relationship from a male’s point of view. Nolan (2013) wrote how the former Governor Bob McDonnell certified health regulations impose strict hospital construction standards on Virginia abortion clinics. (p. 1). This is such a hot button subject that one of the anchorwoman at MSNBC, Rachel Maddow, nicknamed the former governor of Virginia “Transvaginal Probe Governor.” Not only is a woman deprived of earning an equal salary or wage as a male, but dignitaries who have access to power like politicians are taking away from women’s rights making it harder for the women population to reach for resources when faced with difficulties. With limited access, a woman is forced to deal with traumatic and dangerous situation she has encountered.

Krook and Childs (2010) shared Weldon's viewpoint that women's movements, as mechanisms for the articulation of women's perspective, provide another important but generally unexplored avenue of representation. Weldon argued that women's political activities provide an arena where women interact as women to define their priorities. With the possibility of Hillary Clinton being the first woman president of the United States, and probably Elizabeth Warren being the first woman vice president, or vice versa is really going to dramatically shake things up by paving a new and excellent path for women locally, nationally and internationally. Because for the first time in history, there will be women's presence influencing a peaceful path to critical thinking and decision-making for constituents' lives. And with this prospective unprecedented move, it will be beneficial for all the population, but especially the women construct. Not to claim that there will be perfection. But, there will be presence in the highest office of our country that would definitely identify with women's issues and concerns. In addition, Weldon expresses that the women's movements are likely to come closer to articulating women's perspective than a disparate, unorganized group of women in the legislature. (p. 233). The passion behind this topic is to address and discuss the serious problems of women in the U.S. receiving less pay for equal work. In addition to the roadblocks that hinders growth for this specific population.

Background

National War Labor Board on Gender Equality

According to historymatters.gmu.edu, it discussed recommendations by the National War Labor Board during World War II to pay male and female workers equal wages yielded few changes in the gender wage gap. In the article, it explained that women received less money for comparable work, and into the 1960's want ads

characterized jobs as “male” and “female” with resulting salary differences based on gender. (p.1). Misogynists viewpoints are all tied with limiting a woman’s financial growth which affects their holistic progress. These unnecessary impacts and mistreatments women have endured for several centuries; whether from work and/or home puts them in vulnerable positions of either reporting the incident or face retaliation. Or, they are extorted to choose to deal with the hostile and sometimes fatal environment for the sake of protecting their mediocre pay they receive to feed their families. This issue needs to be addressed for the sake of the progress of the community, society and country.

Susan B. Anthony

According to PBS.org (2012), the renowned suffragette and temperance advocate, Susan B. Anthony, was the proponent for social reform in the United States during the 19th century. In 1848, she attended the first women’s rights convention, the Seneca Falls Convention and signed her name to the “Declaration of Sentiments,” which was revised by Thomas Jefferson to the Declaration of Independence. As stated in the article, Jefferson stated, “We hold these truths to be self-evident: that all men and women are created equal.” After the 14th and 15th Amendments were passed and guaranteed civil and voting rights for freed black males. Anthony argued that the same rights should be extended to women. In 1920, the 19th Amendment was passed that granted women the right to vote. Even though Anthony was in the fore front fighting for women’s rights, the fight was not for all women who benefitted from this cause. At that time, non-white women, especially black women were considered to be $\frac{3}{4}$ of a person during the slave era. Although all women did not benefit from the fruits of Ms. Anthony’s passion, the

movement paved the way for future foot soldiers from all backgrounds to use this as a foundation to broaden the fight for women's rights, liberation and equality.

"Rosie the Riveter"

In an article posted by the United States History, they elaborated on the beginning of "Rosie the Riveter". More than six million female workers helped to build planes, bombs, tanks and other weapons that would eventually win World War II. They stepped up to the plate without hesitation and gave up their domestic jobs to accomplish things that only men had done before them. They became streetcar drivers, operated heavy construction machinery, worked in lumber and steel mills, unloaded freight and much more. Proving that they could do the jobs known as "men's work" created an entirely new image of women in American society, and set the stage for upcoming generations. Every day the women, both young and old, would punch into work at the shipyards, factories and munitions plants across America. During the war the women increased the workforce by 50 percent. Racial barriers were broken as various minority members went to work. Coming from all walks of life, there were those already working who switched to higher-paying defense jobs, those who had lost their jobs due to the Depression, and then of course there were the women who worked at home. With that many women working in war-related jobs, the phenomenon changed America. Child care centers emerged all over the country. Most of the centers were built adjacent to the plants for the families' convenience. The women who used to stay home with the children now were not only able to work for their country, but were also given the opportunity to earn their way in the world. They were hardworking individuals and that fact shed a new light on America as a whole.

By 1942 women were being urged to take advantage of any technical training to better prepare themselves to replace the men now in uniform. They would perform not only a patriotic duty, but help themselves financially. In some areas, women took the lead to accomplish certain tasks to support the nation's war effort. There was a huge new opportunity to work for the American Red Cross. Women not only learned basic first aid techniques, but also were on call as volunteers at the local USO, which was considered to be an honor. Rosie the Riveter's first mention was in a song written by Redd Evans and John Jacob Loeb in 1942. The song caught on across America as the lyrics told the true story. One line of the song goes, "that little frail girl can do/more than a man can do". Some were actually better at certain tasks than men — while women war workers were paid only 60 percent of male wages. Reportedly the women who were at 60 percent were over 35 years of age and approximately one third had children under 14. The real-life Rosie brought the character to life. Her name was Rose Will Monroe.

Women's "Lib" Liberation Movement

Sink (2008) wrote that during World War II, over six million women took an active part in the work force. They filled positions in factories or working on farms. Over three million women worked for the Red Cross and over 200,000 women served in the military. At the end of the war, women were laid off from the positions they had during the war. Women again were thrown into the life of being a housewife. In 1949, French author and philosopher, Simone de Beauvoir, wrote her book, *The Second Sex*, which first depicts women as just another body, not an equal to men. She explained that there was a hierarchy that through stereotyping, women were on a lower level. It also stated that women's had a sense of "mystery" around them and were depicted as "other". She

also went on to state that this was true in other areas, such as race, class, and religion, but was prevalent in the way men stereotyped women. It would be years later before her work would become an inspiration for the women's liberation movement. By the late 1950's women were becoming disgruntled with their place in society and the inability to obtain employment and achieve equality.

The 1960's was a year of change. People became more vocal and strived for equality among all people. The Food and Drug Administration approved the first oral contraceptive for women. They were available to women the following year. This became the first step in the liberation movement. This now allowed women to take a stand on their reproductive rights. In 1961, President Kennedy established the Commission on the Status of Women to examine issues related to women and to make proposals on such topics as employment, Social Security, education and tax laws. At this time, there was a growing interest in women's rights. Courts were also being faced with cases that dealt with the reproductive rights of women. The commission did find that discriminatory actions were being taken against women.

In 1963, the Federal Government amended the Equal Rights Act. This was to ensure that sex-based wage discrimination between men and women in the same work establishment was prohibited. The following year, President Johnson signed the Civil Rights Act of 1964. This was to protect women from being discriminated against in the work environment. In 1965, the Equal Employment Opportunity Commissioners (EEOC) was appointed to enforce the Civil Rights Act. This however, was not the case. Women were not being treated fairly in the workplace and the EEOC was unable to enforce the Civil Rights Act. So, in June 1966, while attending the Third National Conference on the Commission on the Status of Women in Washington, D.C., Betty Friedan and twenty-

eight women founded the National Organization for Women (NOW). The purpose of the organization was “to take action to bring women into full participation in the mainstream of American society now, exercising all privileges and responsibilities thereof in true equal partnership with men”.

As the year's progressed, NOW's membership grew. By the time the organization was incorporated in 1967, the membership numbers were at 1037. As membership grew, so did the demonstrations, rallies, petitions and such that were designed to facilitate the spread of information on the purpose of the group. They boycotted the 1968 Miss America Beauty Contest in Atlantic City to let it be known that women's worth wasn't about their appearance. NOW was readily involved in multiple law suits against companies that violated a woman's right for equal opportunity employment.

As a result of this hard work and dedication, they were a strong voice in having the Equal Rights Amendment revisited. It was no longer about the right to vote, but it became the battle to be recognized as a citizen and a person. By 1972, the Equal Rights Amendment had been approved by both houses of Congress and was sent to be ratified by the states. This was a big step towards women's liberation. The National Organization for Women continued its work for women's rights. Task forces were created in support of the right to an abortion and protection for victims of rape. New legislation, as a result of court cases supported by NOW, was presented to protect the victim in a physical assault case. One such case was that of Joanne Little, in 1975. Ms. Little was in prison on a felony breaking and entering and larceny. While in prison, she was sexual assaulted by another prisoner and, in self-defense, killed her attacker. She was acquitted of this charge which set a precedent for victims of sexual assault.

By the end of 1979, the National Organization for Women's membership numbers was 100,000 members strong. In 2008, NOW had 500,000 members and 550 chapters in all 50 states and the District of Columbia. The organization is still fighting for the rights of women and ensuring that the organization stays true to the ideals of its founding members.

Purpose of the Study

Myers (2008) described "there's still a double standard that holds women back. (p. 41)." The purpose of this research is to elaborate and shed light on the continued practice of women in the U.S. receiving less pay than their male counterparts for equal work; and, how this disparate treatment hinders women's growth. There is a consensus that this type of system is designed and used to control women. According to Myers (2008), she argued that for too long, experience that was uniquely, or even mostly, female, was devalued; unless men shared it, it just didn't count. For generations, women have been inheriting most of the responsibilities in their family, community and society. As the family structure began to change, more women felt obligated to be part of the working class to earn and make a living to support their families. (p. 104). These imbalances make it impossible for women to survive with the challenge that awaits them. Whether a woman is single, married, divorced, or even a single parent; the circumstances of falling to poverty are inevitable. According to Steinhauer in the *New York times* (2012), a bill that would pave the way for women to more easily litigate their way to pay equality failed to clear a procedural hurdle in the Senate as Republicans united against the measure for the second time in two years. (p.1). In addition to the financial setbacks that is embedded in the system for women, the unfairness that affects other areas of their lives, such as an automatic label of having a pre-existing condition of being a woman.

The impact of unequal pay is far reaching. Women encounter all sorts of barriers with regards to their holistic well-being because of being paid a low salary. Most women are cognizant of the possibility that their employer may be paying them less than their male counterparts. Plus, she has to deal with other issues like distinctive reproduction issues. In their personal lives, some women also face abuse by their spouse or partner. For instance, physical, verbal, sexual, financial, spiritual and other forms of abuse women experience. But in the 21st century, there are some women who do not talk about their abusive experience for fear of losing what they have.

Problem Statement

Despite President Obama signing into law the Lily Ledbetter Act in 2009; women still receive unequal pay for equal work less than their male counterparts in American society.

The questions the researcher would like to address are:

- RQ 1: What is the impact on women's holistic growth or progress from the unequal pay system for women?
- RQ 2: Who do you think is behind advocating the war against women's progress? And, why?
- RQ 3: What steps can be taken as Americans to eradicate the status quo that is against women's holistic growth?

In retrospect of the Equal pay Act (EPA) of 1963 and President Obama signing into law the Lily Ledbetter Act in 2009, women still receive disparate treatment in American society. According to Skiba (2008), Lily Ledbetter received lower pay than her male coworkers for equal work at Alabama Goodyear Tire and Rubber Company. Bassett (2013) mentioned that women continue to earn 77 cents for every dollar that men earned in 2012 reported in the new data from the U.S. Census Bureau. This report revealed continued negative effects of sexism and dominance towards women. (p. 1). Anderson

(1997) shared that feminist researchers contend that violence is part of a system of coercive controls through which men maintain societal dominance over women. (p.1). She also suggested that incompatibilities in income and educational status are differentially associated with domestic violence perpetrated by men. (p. 4).

Also Stegman and Wright (2013) reported that the still uncertain reauthorization of the Violence Against Women Act is only one of the major ways in which low-income victims of domestic violence are in danger. (p.1). Steinhauer (2012) discussed how the Senate Republicans created a bill that would pave the way for women to more easily litigate their way to pay equality failed to clear a procedural hurdle in the Senate. (p.1). She said the Republicans united against the measure for the second time in two years. (p.1). The peonage system continues to be supported by some individuals in power, such as politicians, lobbyists, corporations and employers. Their biases undermine the power of women for the sole purpose of protecting the status quo. Meanwhile, women continue to suffer from the negative outcomes in their pocketbooks.

Theoretical Framework

The researcher has chosen a theoretical framework which supports concerns and negligence of women's progress and welfare in the system of the United States. The Feminist Standpoint Theory details the various treatments between men and women. The Muted Theory discusses how women who are categorized in the lower class have to adhere to a system established by the upper class, and the creation of the Structuration Theory is to restrict and control behaviors.

Feminist Standpoint Theory

West and Turner (2010) suggested the Standpoint Theory was developed in 1807; when Germany philosopher Georg Wilhelm Fredrich Hegel discussed how the master-

slave relationship engendered different standpoints in its participants. In the book, it stated that Nancy Hartsock drew from Hegel's ideas and Marxist theory to begin to adapt standpoint theory for use in examining relations between women and men. It also focuses on the notion that men and women engage in different occupations based on their sex, which results in a sexual division of labor (p. 511). Wood (2012) called attention to the knowledge that arises from conditions and experiences that are common to girls and women. It emphasizes social ideologies that explain why girls and women are assigned to certain activities and why those activities are less valued than activities typically assigned to boys and men. A feminist standpoint disputes privileging of men and men's interests while devaluing, marginalizing, and otherwise harming girls and women and their interests. (p. 1)

Muted Group Theory

Based on West and Turner (2010), they introduced the Muted Group Theory as being originated by Edwin and Shirley Ardener, social anthropologists were concerned with the social structure and hierarchy. In 1975, Edwin Ardener mentioned that groups in the higher or wealthier groups of the social category determine what the communication system for the culture (p. 483). The lower class groups in society, such as women, the poor, and people of color have to learn to work within the communication system established by the dominant group. Muted Group Theory is a critical theory because it is concerned with power and how it is used against people. This theory separates the powerful and the powerless any number of ways, this theory chooses to bifurcate the power spectrum into men and women. Muted Group Theory begins with the premise that language is culture bound, and because men have more power than women, men have

more influence over the language. Women, on the other hand, are left out of this meaning creation and left without a means to express that which is unique to them.

Structuration Theory

From West and Turner (2010), stated that Giddens was the author behind the Structuration Theory. He has written numerous books, some textbook and others develop his sociology theory. Giddens viewed social structures as a double-edged sword. In his viewpoint, the structures and rules that were created to restrict behaviors. But, he said that these same rules also enable us to understand and interact with others. (p. 259).

Variable Definitions

According to the key terms used in this thesis, the researcher has defined them uniquely and exclusively to describe the unequal pay system women in the United States.

Disparate treatment. An unfair and unequal conduct extended to a certain person or population because of biased views.

Domestic violence. Is an attack from a perpetrator for the purpose of demeaning their victim.

Eradicate unfairness towards women. Is the elimination of the unequal pay system for women to have the opportunity to live equally as men.

Holistic. Is the whole and complete well-being of a person to live a prosperous life.

Impact on women's holistic growth. Is the direct and indirect forceful contact towards women population regarding effects from the unfair pay system for equal work.

Limitations. Is to confine and control the women population from individual and collective improvement.

Pay disparity. Is a distinct system where women receive less pay than men because of their sex.

Pay equality. A system where both men and women receive equal pay for equal work.

Stipulations. A set of pressing conditions to depress the progress for the women construct.

Unequal pay for equal work. An unfair pay system for women who produce equal work as their male counterparts but receive less pay.

War against women. Is the opposing act directed towards women for the sole purpose of dismantling their rights and freedom.

Scope of the Study

The researcher is planning to conduct the study with organizations that support the welfare of women's well-being like, Federally Employed Women (FEW), National Organization for Women (NOW), Naral Pro-Choice America, DC Coalition Against Domestic Violence and/or St. Ann's Center for Children, Youth and Families. The number of individuals that is proposed for this study is roughly one to five participants. And, the geographic area for the study will be in the metropolitan area.

Significance of the Study

The importance of this study is to shed light to the pay disparities for women and how it affects not only the woman's well-being, but our overall progress of the country. Think for a moment, if low and high positions began to encourage and support women's equality how our economy will improve tremendously. And, the dependency of impoverished women for assistance from the federal government will dissipate significantly. So, this issue of women's inequality needs to be taken very seriously; and action needs to be taken today to combat these injustices and unfairness women face on a daily basis. As a women concerned with these issue, the researcher is exploring to be part of the fight for women equality by conducting this research.

Limitations

Based on the researcher's experience, directly and indirectly, with unequal pay, the downside of accomplishing this movement are changing some of the minds and coming to an agreement with individuals who for generations have and continue to reap the benefits from the status quo and the foundation of the good ole boys connection. In the five subjects interviewed, there some who are aware of women's inequality, others are clueless of pay disparity towards women and its affects, and the rest do not support women's progress and growth. They will unequivocally reject the permanent path to women's equality. This relates back to the Muted Group Theory and the Structuration Theory.

Both of these theories are evident to how some of the male and women population wrongfully and continue to control the women population. With the Muted Group Theory, there are some individuals who believe that women should not have equal pay or equal rights as men. They want to continue same old business as usually because they feel they are not obligated to do the right thing. The Structuration Theory demonstrates the less a woman makes, the less power she has in decision making. They will at any cost defeat and fight any legislation geared towards strengthening women's rights by using dirty money to buy corporations, lobbyists and politicians to block to women's success.

CHAPTER II

Literature Review

Introduction

Kaufman and Kimmel (2011) discussed that women's equality (or gender equality) means that women and girls have the same opportunities as boys and men. They get paid the same. They don't face invisible barriers that hold them back in the workforce. And, they are equally represented in government bodies, trade union leaderships, corporate boardrooms, etc. Equality doesn't mean we are all the same. It does not even mean treating different people the same. That's where "equity" comes in. (p. 40). This section will provide supportive studies from other researchers regarding unequal pay for women and its impacts.

Impacts from Pay Disparity Towards Women

West and Turner (2010) mentioned Giddens thoughts of the Structuration Theory. Giddens expressed that rules were created to control behaviors. According to Hayes (2012), she discussed in the U.S. Census Bureau report on gender-wage gap despite the difference in educational attainment. She explained that from the U.S. Census Bureau report income and poverty rates in the United States showed a persistent gender gap in earnings with women lagging behind men. According to the report, the data showed that for 2011, there were 58 million men who were year-round, full-time employees compared to 43.7 million women. Men who worked full-time all year round had average earnings of \$48,202. For women the average earnings for year-round, full-time workers were \$37,118. Women on average earned about 77 cents on the dollar compared to men.

In Hayes article, she referred Dr. Dennis Kimbro stating that there are challenges in corporate America where more women are leaving to start businesses where they believe the playing field is more leveled. New graduates are bypassing traditional jobs to jump into entrepreneurship. Women-owned businesses are among the fastest growing in the nation. He explained that without improved pay equity, women at all levels are being adversely impacted. The Census Bureau also reported that women were more likely to live in poverty than men. In 2011, 16.3 percent of all women in the United State were poor, compared to 13.3 percent of men. The report demonstrates more evidence that the gender gap in poverty rates increases as women get older. For women over the age of 65, 10.7 percent of women were poor, compared to 6.2 percent of men. AAUW has been among the groups leading the charge for stronger pay equity legislation. The association lobbied for the Paycheck Fairness Act but failed in the procedural votes in both Senate and House.

Hansen (2006) demonstrated that costly diversity programs and extensive anti-discrimination laws have not reversed employment and wage patterns. She said in the Bureau of Labor Statistics, median full-time earnings for black men stood at 76.1 percent of the median for white men, and median earnings for women stood at 81 percent of the median for men. She argued that after half a century of civil rights laws and two decades of corporate diversity initiatives, race and gender still remain major determinants for employment and earnings. She laid out that researchers still launch studies about the glass ceiling that women encounter when they attempt to reach the highest levels of management, but less attention falls on the far larger group of women who never break out of the lowest wage quartiles. More than twice as many men occupy the highest wage quartile than women do.

Hansen pointed out that education levels fail to explain the differences. The highest-earning 10 percent of women with advanced degrees earned median weekly salaries of 1,994 in the second quarter of 2006, less than 70 percent of the \$2,888 median for men with advanced degrees.

Eisenberg (2011) wrote the Equal Pay Act had a distinct purpose. Congress made a policy choice to modify the existing compensation market so that employees who perform jobs requiring “equal skill, effort, and responsibility” earn equal wages, regardless of sex. She addressed the Act aimed not simply to promote individual fairness, but to foster a more efficient, equitable wage market on a systemic level. Congress recognized that paying lower wages to women constituted “an unfair method of competition,” burdened “commerce and the free flow of good in commerce,” and prevented the “maximum utilization of available labor resources.” The market in the equal pay cases has been transformed from the fundamental reason for the Act to an acceptable business defense for paying women less. With impacts from women receiving lower wages for equal work affects other areas of their lives.

Silliman, Fried, Ross and Gutierrez (2004) gave accounts of the reproductive rights struggle in the U.S. have typically focused on efforts to attain and defend the legal rights to abortion, efforts led predominately by white women. Little information is provided about women of color tends to center on the abuses they have suffered and represents only a partial history. Most of the reproductive health organizing done by women of color in the United States has been undocumented, unanalyzed, and unacknowledged. (p. 1). They explained that these contemporary struggles for reproductive justice arise from a long history of oppression and resistance, beginning before the 20th century battles to legalize contraception and abortion. (p. 3).

Stegman and Wright (2013) documented that Americans across the country are bracing for the impact of the sequester, the automatic across-the-board spending cuts to domestic programs-including vital human-needs services. The nation faces dire consequences should these cuts take effect, but it's even worse for low-income women and their families suffering from domestic violence. Poor women and their families are facing a super storm of grim outcomes. Not only with the severe cuts to critical domestic-violence, sexual-assault, and human needs services devastate low-income victims and the providers that serve them and their families, but the reauthorization of the Violence Women Act also remain held up in Congress after its expiration more than a year ago. The lack of mandatory legislation combined with severe funding cuts will seriously undermine the support services and assistance from law enforcement that low-income women depend on to escape abusive situations, protect their families, and seek justice. They expressed that women of all income levels can experience domestic violence; women who live in economically distressed households and neighborhoods are more likely to experience domestic violence. And, women without their own financial resources or who are economically dependent on their abuser are more likely to stay with their abuser or return to their abuser if they have already left; and they are less likely to get a restraining order against their abuser. This situation leaves low-income women trapped by their lack of financial resources, a circumstance that is often exploited by abusers to keep these women and their children in a cycle of violence, said Stegman and Wright.

Pushing the Agenda- The War Against Women

West and Turner (2010) indicated that Edwin and Shirley Ardener developed the Muted Group Theory. Edwin Ardener demonstrated that the wealthy determined the

communication systems that women, the low income and people of color have to follow. Jordan (1997) expressed that in traditional Western psychological theories of development, the “self” has long been seen as separated out from its context, a bounded, contained entity that has both object and subject qualities. Clinical and developmental theories generally have emphasized the growth of an autonomous, individuated self. Increasing self-control, a sense of self as origin of action and intention, an increasing capacity to use abstract logic, and a movement toward self-sufficiency characterize the maturation of the ideal Western self. She continued with the influence on theory building about the self was provided by the social-political context in Western, democratic societies where the sanctity and freedom of the individual greatly overshadowed the compelling reality of the communal and deeply interdependent nature of human beings. Furthermore, Jordan quoted Erikson’s ego identity (1963), comparable in many ways to what others call a sense of self, is importantly constructed as an outcome of a psychosocial line of development; this represents a definite and important move beyond the earlier Freudian psychosexual model. But in Erikson’s schema, identity is early predicated on establishment of autonomy. (pp. 9-11). From Taylor (2013), he wrote how excited he is the Wisconsin’s Senate is considering re-enacting the Equal Pay Enforcement Act, giving citizens more opportunity to receive damages upon realizing they are discriminated against by their employers. This law will especially benefit women by allowing them to sue in state courts to receive the pay they deserve. He stated that Wisconsin actually had the Equal Pay Enforcement Act before. It was passed in 2009 and brought Wisconsin up from 36th to 24th in terms of income inequality but was repealed in 2012 by Governor Scott Walker and Republicans in the state Legislature. According to Walker, the act was an excuse for trial lawyers to clog up the legal system.

Walker repealed the act because the best way to prevent strain on the justice system is to keep it from doing its job. Proponents of the Equal Pay Enforcement Act claimed the act did not actually end up increasing the number of gender-discrimination suits but prevented gender discrimination by employers.

Steinhauer wrote in *The New York Times* that a bill that would pave the way for women to more easily litigate their way to pay equality failed to clear a procedural hurdle in the Senate. Republicans united against the measure for the second time in two years. The bill would have built on the 2009 Ledbetter legislation, which adjusted the statute of limitations on equal pay lawsuits. The bill sought to bar companies from retaliating against workers who inquire about pay disparities and open pathways for female employees to sue for punitive damages in cases of paycheck discrimination. In 2010, the same bill failed a procedural vote in the Senate when no Republicans supported it. In addition to income equalities towards women, there are other areas resulted from pay disparity that are vetoed by politicians. In Marty's (2013) article, she described Virginia reproductive health clinics are on step closer to possibly being regulated out of business, as Governor Bob McDonnell signs the highly controversial SB 924, a bill that will force clinics that provide abortions to be considered hospitals and adhere to those administrative and construction standards. The TRAP law was previously approved by the Virginia Board of Health with a clause that would allow current clinics to be grandfathered in and avoid the new standards. But Marty expressed after refusal by the state Attorney General Ken Cuccinelli to sign the revised bill and a shakeup in appointments to the Board, the clause was removed in September under intense pressure from Cuccinelli, once again subjecting even existing clinics to the new, unnecessary, and exacting standards. MSNBC (2013) reported that both chambers of the Michigan

legislature have passed a measure banning insurance coverage for abortion in private health plans unless women purchase a separate rider. And, because of the way the legislation was put forward, it is set to become law despite the objections of both of the state's Democratic minority and the veto of the Republican governor. Michigan Senate Minority Leader, Gretchen Whitmer told the story of her own rape and called the legislation "one of the most misogynistic proposals she has ever seen in the Michigan legislature." Whitmer added, "the fact that women are required to plan in advance to have an abortion tells women who are raped that they should have thought ahead and bought special insurance coverage for it." Michigan Republican Gov. Rick Snyder vetoed an earlier version of the bill last year. "I don't believe it is appropriate to tell a woman who becomes pregnant due to a rape that she needed to select elective insurance coverage, and, as a practical matter, I believe this type of policy is an overreach of government into the private market," he said. But Right to Life of Michigan re-introduced the bill through a citizen's petition, which in Michigan can become law through the legislature without the governor's signature. (p.1). Myers (2008) stated that too often women are expected to demonstrate abilities that men are assumed to have, to act like men and not act like men at the same time, to look the part without trying too hard. The expectations are often hard to define and harder to measure. (p. 54).

Steps to Eradicate the Generational Status Quo Against Women

Myers (2008) asked, why are women still so scarce at the highest levels of public life? Even though she said that more and more women are entering the "pipeline" - being hired into entry level positions in a wide variety of fields- why are so few still making it to the top? Why does the pipeline leak? Myers responded there is no simple answer. Some of the reasons are obvious: Balancing big jobs with small children is still a

challenge. She added that other reasons are more insidious: Women are locked out of the informal networks where important business gets done. Also, there needs to be recognition that men and women want different things, for different reasons, at different times in their lives. And, she ended with that there is a need to rethink the workplace in response to those differences. (pp. 154-155). Cole and Sheftall (2003) shared building this particular ark is a multifaceted challenge, and each of us has role to play. They said working together can begin to bridge the gender-relations gap and strengthen the foundation of our families and communities. The authors suggested that disrespect can be turned to self-respect, which translates into higher regard and better treatments for women, men and children. They acknowledge it will not be easy, but will require a great deal of time and efforts, as well as the willingness to confront some very uncomfortable truths. (p. 217). Silliman, Fried, Ross and Gutierrez (2004) demonstrated their concerns in the deeper root of diversity, the women of color. The authors suggested that organizing should take place to strengthen organizing efforts by women of color. They expressed the importance of women of color of organizing by identifying politics in their struggle. By first analyzing why and how, women of color redefined the meanings of reproductive rights and turned conferences and research into organizing tools. They explained that by organizing strategies and tactics it will underline the role of culture and community traditions. They added the strategic alliances will foster with the communities of color and the mainstream reproductive rights and social justice movements to advance their political agendas. (p. 283). Herr, Cramer and Niles (2004) suggested Cook, Heppner and O'Brien (2002) recommendation that career counselors need to work to assist women in learning negotiation skills to empower them to ask for what they need from their employers. Cook and her colleagues point out that some

women are disinclined to negotiate with their employers due to fear that they will be perceived as not being team players or hard workers. (p. 257).

In pointing out these areas demands more than political posturing and personal gains, but they mandate that change is needed. Women issues should be addressed with the benefits of resolving the specific question at hand. There needs to be local, national and federal legislations and regulations that will resolve the discrimination that has been approved and embedded in our system for generations against women's progress. And, there needs to be financial responsibility. Legislation concerning women's rights and developments, in addition to businesses financial growth and success needs to be tied together somehow. So that individuals who, individually and collectively, who refuse to follow the law will factor that it will harm their business financial growth will be forced to do the right thing. And, women can begin to live a fully adequate and prosperous life as the men population. This will also benefit the United States by spreading a positive ripple effect in communities and societies all over.

CHAPTER III

Methodology

Introduction

As demonstrated throughout this research, it is evident that women continue to fall short in society because of pay disparity and its impact. This report shows that for so long the women population has been an afterthought of addressing their individual and collective needs. In utilizing the Feminist Standpoint Theory, the Muted Group Theory and the Structuration Theory, they support the injustices and unfairness women have endured for centuries. For the methodology, the researcher conducted several interviews with subjects from different experiences and lifestyle statuses.

Research Method

In this particular study, the qualitative research was applied by asking various questions that pertain to women's inequality. According to Creswell (2009), qualitative research was defined as a means for exploring and understanding the meaning of individuals or groups ascribed to a social or human problem. The process of research involves emerging questions and procedures, data typically collected in the participant's setting, data analysis inductively building from particulars to general themes, and the researcher making interpretations of the meaning of the data. (p. 4). With qualitative research, the interview method was employed to have face-to-face interaction with the subjects. Whereas the quantitative research, it inquire relationships among variables that the investigator seeks to know. (Creswell 2009, p. 132). Patton (2002) stated that people are interviewed to find out things that cannot be directly observed. (p. 340). In the qualitative research, the interview method gave the opportunity to receive factual

responses from the subjects about the injustices women continue to face with regards to unequal pay and its affects.

This research process began in the fall semester of 2013 in a communication class. Along with some assigned chapters from the professor, the first three chapters of the thesis were required to be completed by the semester. In addition to this requirement, forms for the Internal Review Board (IRB) had to be completed and reviewed for approval to move forward with the thesis. In the IRB forms, the students had to answer questions regarding the manner and conduct of the interview, what type of instrument will be used? How many subjects will be involved in the interview? What organization is the subject associated with? Some of the students who were not using any subjects for their interview did not have to complete certain sections of the IRB forms because it was not required.

Also, the researcher purchased several books from Amazon relevant to unfair pay for women and its impacts. In addition, journals and articles were researched and used to balance the report. The quotes, comments and statements from various sources were obtained and applied in the thesis to back up the research. Plus, the daily viewing of various news media outlets, such as MSNBC, CNN and FOX News aided in giving various sources that was added to the report.

Instrumentation

Patton (2002) discussed there are three basic approaches to collecting qualitative data through open-ended interviews. They involve different types of preparation, conceptualization and instrumentation. The three alternatives are: the informal conversational interview, the general interview guide approach and the standardized open-minded interview. (p. 342). The informal conversational interview is the most

open-minded approach to interviewing. It is also called “unstructured interviewing.” (Patton 2002, p. 342). The interview guide lists the questions or issues that are to be explored in the course of an interview. (Patton 2002, p. 343). The interview method employed in this research was the standardized open-ended interview. Patton (2002) demonstrated that this approach requires carefully and fully wording each questions before the interview. (p. 344). The structure used to developing these questions was from thorough research of hardship women face with pay disparity and its impacts. And, how this unbalanced practice affects the foundation of the United States. As explained, the type of inquiry used for this study was open-ended questions. All of the subjects’ were asked the same questions and each gave different responses. There were opportunities to dissect the concerns and issues that affect the women population. There were nine questions asked of the subjects. The interviews were held in different days that were convenient for the subjects.

Leslie (2010) stated that interviewing is often done one-on-one (p. 5). One subject was interviewed via telephone and the remainder was conducted face-to-face. Prior to each meeting, the questions were forwarded to each subject to review. After, the subjects reviewed the questions, a meeting was scheduled. Creswell (2009) stated in a qualitative study inquirers state research questions, not objectives or hypotheses. He also discussed the research questions assume two forms: a central question and associated sub questions. (p. 129). This method was selected to get different perspectives of the unbalanced pay system for women and receive factual responses. And, the researcher chose this method than others measures because of the real time reaction of retrieving answers.

Sample and Sampling Method

Five subjects participated in the interview. There were two were male and three was female. Participant A is the president for the Cherry Blossom Chapter of the Federally Employed Women (FEW). She is also a federal employee with Department of Homeland Security. She has served as a member for several years with the Federally Employed Women which supports women's holistic rights and progress. The Cherry Blossom Chapter of FEW has devotedly scheduled bi-weekly meetings to inform the members who are majority women of the latest updates of survival bits. In these meetings, they give updates of what to look for, such as during the government shutdown of 2013. FEW also brings guests from prominent companies to inform members of their legal rights, internally and externally. The FEW also holds yearly conventions in various locations around the country for the opportunity of their members to network and congregate together. Federally Employed Women's mission is to work to end sex and gender discrimination, to encourage diversity for inclusion and equity in the workplace and for the advancement and professional growth of women in federal service. Participant B is an entrepreneur who is a Freelance Publicist. She is a female and is a student at Bowie State University graduated May 2014 with a Master's degree in Organizational Communications. Participant C's occupation is a Political Campaign Manager. Also, he is also a 2nd Lieutenant for the Army. Participant D is a General Manager for Apolline Condominiums. And, Participant E is the Assistant Manager for Apolline Condominiums as well. She has been working for the company for seven years in the metropolitan area.

CHAPTER IV

Findings

Introduction

The reality is women in the U.S. still earn 23 cents less than men in light of signed legislations, executive orders and evidence showing that women earning equal pay will not only benefit the specific population, but also the overall economy for the country. This issue has been on the big screen for several decades. There are some in the population that are clueless to the hardship of what the women population has and continue to experience. There are others who are very aware of the issue and careless of being part of changing the injustices in the system. And, the rest of the group care and are advocates of the insensible laws that are embedded in the system legalizing unequal pay for women. In the meetings conducted, majority of the subjects were very concerned and sensitive of pay inequality for women. There were various interviews conducted to get various perspectives of women inequality. The first meeting was with Participant A and the meeting was a face-to-face encounter. The interview was scheduled on Friday, April 11, 2014. The location of the interview was very close, and it was 10 to 15 minutes away from the researcher's starting point. Participant A reserved the location and conference room for the meeting. The meeting was conducted at 455 Massachusetts Avenue, NW, Washington, DC 20529.

Given Participant A's background, she is advocate for women's equality. One interesting moment during the meeting. Participant A was asked, "Despite the passage of the Lily Ledbetter Act in 2009, women are still not being paid on equal levels for men for the same work performed. How can the current levels of pay inequity be overturned to ensure a more solid economic foundation for women?" She responded the following:

“We have multiple executive orders by the president at this time. Legislation just says is supposed to happen but it does not make it happen. You would have to get the senior people across the governments and industries to realize there is a problem and to change their behavior. Policies and legislations generally do not change human behavior. So, if there where penalties, lawsuits things of that nature generally people will began to look at that because they are losing money. In a capitalistic society, we are geared towards money. So, if there is a problem like GM with the cars now they are being sued. So now they are going to fix the problem, but the people are still dead and they knew of the problem before those people died. But is like well you know do I want to spend .57 cents to change a part in a car so people don't die. Well, no I don't think that's effective so we didn't do it so we have 13 people dead. And, now we have issues now we'll fix it. So, I think when it begins to hurt the pocketbook then it will change.”

Participant B was interviewed on Saturday, May 3, 2014. It was also a face-to-face interview that was held at the Chick-fil-a restaurant in Boulevard at the Capital Centre. She mentioned in the interview that one of the reason she started a business in media is because she can set prices of services she provides as a media expert. During the meeting, Participant B was asked the same question as Participant A but responded differently. Here is the question as follows: “Despite the passage of the Lily Ledbetter Act in 2009, women are still not being paid on equal levels for men for the same work performed. How can the existing levels of pay inequity be overturned to ensure a more solid economic foundation for women?” She replied, “I think the only way to overturn it is to really shine a light on the entire system. I think it's very hard to completely overturn pay inequality. But, there are a lot of women that are working who are working towards that, like Bell Hooks, there are a lot of women and the feminist movement that are

working towards equality for women. I think that you take it in any arena you can get. So, if we are fighting for the government you have to kind of just one by one attack the parts in order to affect the whole. And, so I think that is the proper way to overturn it. However, white culture, hegemonic culture, patriarchal culture, has been happening since the beginning of time, and they are very crafty. I feel like they will find loopholes. And, I feel that's why I am a freelance publicist where I set my own price. I feel that's the best way to take charge and own your own business. I feel that's the only way to be able to really demand what you feel like you deserve, as oppose to an hourly or salary rate."

Participant B is a firm supporter of women's rights.

The next interview was with Participant C and it was conducted on Sunday, May 4, 2014 via telephone. The questions were pre-screened by Participant C to prepare for the meeting. When Participant C was asked, "Describe the ways in which pay inequity impacts women in society, the workplace and at home?" His response was "I feel that pay inequity impacts women in society in the workplace, community and at home negatively. Everybody wants to be valued. Women in society are doing as much work and if not more work than men at the workplace, then they should be paid accordingly. Not paying women accordingly will make them feel undervalued. The statistics and data is that women are pursuing higher education. There are more women enrolled in school and colleges. More women are going to get their post-graduate degrees. Even more so, you have more women that are being the breadwinner within their relationships whether they are married or not. So, if a women is not making as much as men with the same job who happens to be the breadwinner in the house that impacts her and the family."

The following interview was with Participant D. Participant D was interviewed on Tuesday, May 6, 2014 which was conducted in Washington, DC. The question asked:

“Despite the passage of the Lily Ledbetter Act in 2009, women are still not being paid on equal levels for men for the same work performed. How can the existing levels of pay inequity be overturned to ensure a more solid economic foundation for women?”

Participant D answered, “Can I first ask a question? What is the Lily Ledbetter Act? (Researcher explained the Act to Participant D). Then, he stated that, “Your second question obviously to me says the Lily Ledbetter Act is not working. So, basically my inference from that is that the women have to step forward and sue. Maybe, they aren’t using that act to help overturn this. If somebody is still absorbing a level of pay less than a guy and you don’t do anything about it I don’t know anybody other than the individual. Women can start making a stink about it. Lot of companies, it’s against company policy to know what your colleagues makes. So that’s another thing as to if that stuff is made public somehow that would probably help to cause a lot of problems, first of all. And, it would build a more solid economic foundation for women. I use to work for Mobile and you can get fired.” Participant D in the meeting was giving high praises of Apolline Condominiums. But during the interview, he was unaware of the Lily Ledbetter Act which was explained in the session. At the time, it seems that Participant D is incognizant of the hardship women face regarding pay disparity. Although he has a sense of some companies practicing pay discrimination, Participant D seems to assume that the process is easy for victims to change and undo the unequal pay system they experience.

And, the final interview was conducted with Participant E. During the interview, Participant E gave very brief response to the questions. Also, Participant E was unaware of the Lily Ledbetter Act. When she was asked, “In your estimation, what does the future hold for women’s holistic progress in the United States and around the world? “She responded that, “In my estimation, I would say men better look out. Women are coming.

And, we are going to rule the world; we are a force to be reckoned with. And, we will get there eventually.”

To get some inner scope of what men are thinking or doing about this issue is two men were asked what they think of the unfairness for women. Especially, the question posed to the subjects about the “Despite the passage of the Lily Ledbetter Act in 2009, women are still not being paid on equal levels for men for the same work performed. How can the existing levels of pay inequity be overturned to ensure a more solid economic foundation for women?” The responses from Participant C and Participant D were different. Participant C was aware of the Lily Ledbetter Act of 2009; whereas, Participant D was oblivious of what this legislation entailed. Furthermore, Participant C expressed interest and concern. Whereas, Participant D stated in his response that if women encounter a situation of unequal pay that they should do something about it. Unfortunately, majority of women do not have an option or a choice to confront their employer because they cannot afford to hire a lawyer to fight the unfairness. And, they are also dependent on their income to take care of personal pressing matters, such as their family. So, they just deal with the situation because there is no way out. In addition, some employers are aware of these vulnerabilities and use these illegal practices to their advantage. If there is not practical awareness of policies that are set for women’s progress, how can permanent change for women move forward? And, if employers are not held accountable for these unjust acts how can change for women take place?

Women in the U.S. have and continue to be severely punished because of their gender identification. Women are not recognized in the top tier population as men. Women are classified as “subhuman” (second class). As referenced earlier, Beauvoir (1948) explained that there was a hierarchy that through stereotyping, women were on a

lower level. There are a lot of reasons to eliminating these injustices. But the pivotal point is the unfair pay system for women and how it affects their lifestyle. As mentioned in this report, money is not everything. But it is a source to meet the mandatory needs of a person and fulfilling the wants of an individual. The standards today for women model the ancient and antique times. It is mindboggling that the issue of women's inequality has not been resolved. Some men view women as property and not human beings. Women's concerns are disregarded, whereas men's issues are addressed. Women's reproductive right which is tied in with pay inequality is being attacked daily. For example, all the drug treatments and paraphernalia for men's sexual dysfunction are covered by insurance companies without debate. But support for women's wellness and health is being reprimanded, scrutinized and eliminated to indirectly control the women population from making choices for their well-being. Women who are in the middle and lower class are trapped because the resources they are supposed to have are snatched out of their hands. This leaves a woman, especially the ones who are not wealthy, to feel trapped in dangerous situations and feeling helpless. This encourages a platform of abuses from the abuser to victimize women because of the awareness of their vulnerabilities.

Also, women have and continue to bear the main responsibility as a caretaker. While women are bearing children, they are also taking care of their elders, like their parents, grandparents, aunts, uncles and so forth. Professional and working woman are expected to cook, keep up the household, and portray the perfect mom and wife at the same time. There are other issues that deprive women's improvement. For generation, there have been various movements to combat the unfairness embedded in our system for women. Policies have been written, executed and put in place making it illegal for

women to be going through these unfair practices. There is also a negative ripple effect of women receiving less pay and women paying more as consumers. Majority of households are headed by women because of various reasons. Not only do they have to provide holistic support for their families, but they have to purchase necessary goods with their financial earnings that have been indirectly robbed from their employer in the first place. Women are also being attacked for being able to reproductively produce. The myth is because women have the capabilities of bearing children they are undervalued in the workplace. As a woman, experiences of the unfair pay system and holistic deprivation is mutual. For generations, various known and unknown heroes have fought and continue to fight for women's equality but only to make little progress. The women population have physiological needs that needs to be met. The needs of a woman may not be the needs of a man and vice versa. To better comprehend why women deserve equal pay for equal work because it is the right thing to do. When women begin to receive equal pay for equal work as men not only will this benefit the women population but it will boost America's economy. The deficit embedded in the economic system will automatically unfold. And almost instantaneously, the pulse of the country's budget that has flat-lined for decades will revive itself immediately without skipping a beat, like with the "Rosie the Riveter" era. Congresswoman Kirsten Gillibrand said it best in an MSNBC interview, she stated "is not what America can do for women, but is what women can do for America". This is why there needs to be a reversal on pay disparity for women. Women want their fair share so when they encounter negative situations, they can be capable of taking care of themselves without depending on anyone else.

Demographic Descriptions

The tables below are visual demonstrations regarding pay disparity for women and a chart that describes the securities for human needs. With Table 1, it describes the wage gap in the top 20 most common occupations for women in the U.S. In the Table 2, even though the categories are women in the Science, Technology, Engineering and Mathematics (STEM) occupations, there are shortfalls of women earning equal salary as men. And finally, the Chart 1 displays the Maslow Hierarchy Theory. It shows the level of securities that the human species need to have to fulfill their full potential of surviving and to live and thrive.

Table 1: The Wage Gap in the 20 Most Common Occupations for Women (Full-Time Workers Only), 2012

	Women's median weekly earnings	Women's earnings as percent of men's	Men's median weekly earnings	Share of female workers in occupation (percent)	Share of male workers in occupation as percent of all male workers	Share of female workers in occupation as percent of all female workers
All full-time workers	\$691	80.9%	\$854	44.2%	100% 57,286,000	100% 45,462,000
20 most common occupations for women						
Secretaries and administrative assistants	\$665	82.8%	\$803	95.3%	0.2%	4.7%
Elementary and middle school teachers	\$921	81.6%	\$1,128	80.9%	0.8%	4.3%
Registered nurses	\$1,086	91.3%	\$1,189	89.4%	0.4%	4.3%
Nursing, psychiatric, and home health aides	\$445	87.6%	\$508	88.1%	0.3%	2.8%
Customer service representatives	\$585	85.5%	\$684	67.3%	0.9%	2.3%
First-line supervisors of retail sales workers	\$ 598	75.5%	\$792	42.6%	2.3%	2.1%
Cashiers	\$ 368	92.0%	\$400	69.8%	0.7%	2.1%
Managers, all other	\$1,078	76.5%	\$1,409	38.1%	2.6%	2.0%
Accountants and auditors	\$ 996	73.8%	\$1,350	60.2%	1.0%	1.9%
First-line supervisors of office and administrative support workers	\$ 760	84.9%	\$895	67.3%	0.7%	1.9%
Receptionists and information clerks	\$ 524	86.8%	\$604	91.2%	0.1%	1.7%
Bookkeeping, accounting, and auditing clerks	\$ 672	90.8%	\$740	88.1%	0.2%	1.7%
Retail salespersons	\$ 436	64.3%	\$678	38.4%	2.0%	1.6%
Maids and housekeeping cleaners	\$ 395	92.9%	\$425	84.5%	0.2%	1.5%
Office clerks, general	\$ 600	98.8%	\$607	83.6%	0.2%	1.5%
Financial managers	\$ 988	70.3%	\$1,405	54.8%	0.9%	1.4%
Secondary school teachers	\$ 978	93.1%	\$1,050	55.4%	0.8%	1.3%
Waiters and waitresses	\$ 396	86.8%	\$456	63.9%	0.6%	1.3%
Social workers	\$ 845	98.7%	\$856	80.1%	0.2%	1.2%
Teacher assistants	\$ 452	91.7%	\$493	90.8%	0.1%	1.1%
<i>Percent of all women and men:</i>					15.2%	42.5%

Note: * Earnings data are published only for occupations with an estimated minimum of 50,000 workers.
Source: IWPR compilation of data from the U.S. Department of Labor, Bureau of Labor Statistics, 2012.
 "Household Data, Annual Averages, Table 39" <<http://www.bls.gov/cps/cpsaat39.htm>> (retrieved April 2013).

Courtesy by the U.S. Department of Labor and Bureau of Labor Statistics

Table 2: Wage Gap between Women and Men in STEM Occupations

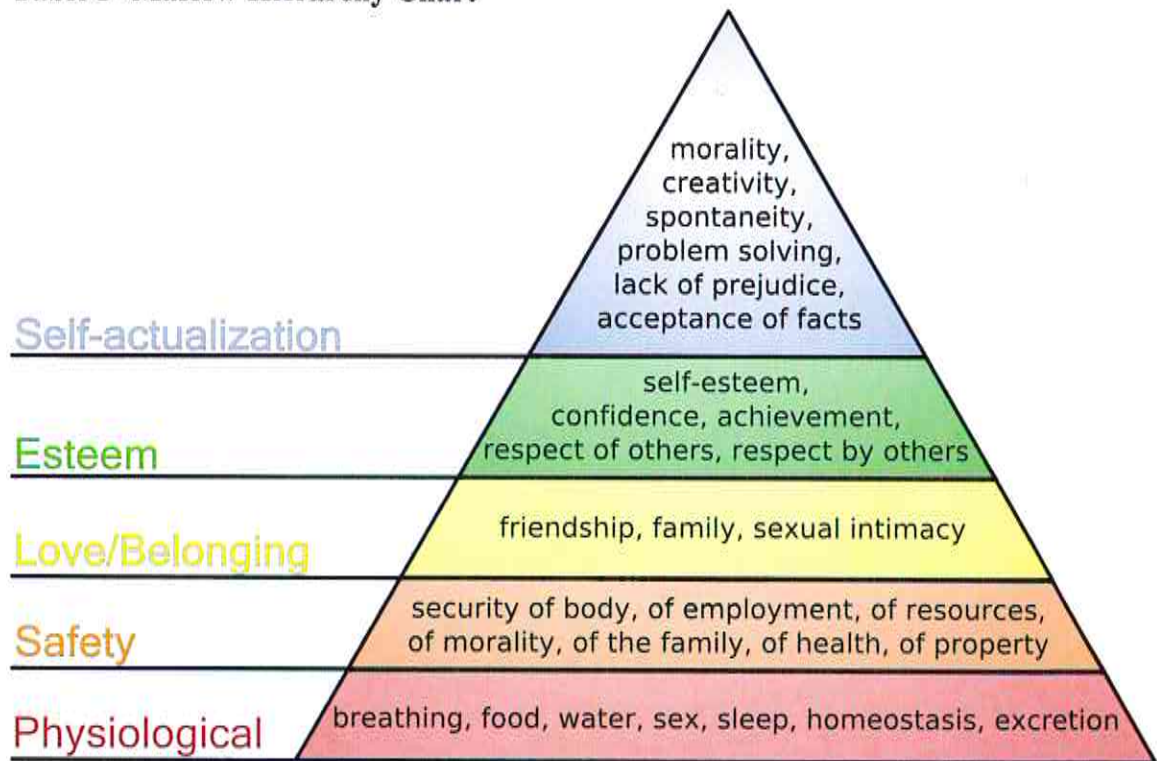
Wage gap in selected STEM occupations, 2008, full-time, year-round civilian population, ages 16 years and older

STEM Occupation	Median annual earnings for men	Median annual earnings for women	Women's earnings as a percentage of men's	Percentage of workers in occupation who are women ¹
Computer and information systems managers	\$93,242	\$81,226	87%	27%
Computer software engineers	\$89,330	\$77,484	87%	23%
Electrical, electronic engineers	\$85,737	\$72,232	84%	8%
Chemical engineers	\$82,731	\$77,189	93%	13%
Aerospace engineers	\$83,281	\$74,584	89%	10%
Computer programmers	\$74,554	\$66,873	90%	72%
Computer hardware engineers	\$80,970	\$68,463	85%	19%
Metallurgical engineers	\$76,133	\$66,909	88%	7%
Biological engineers	\$78,882	\$67,832	87%	20%
Chemical engineers, excluding petrochemical engineers	\$80,688	\$69,862	87%	10%
Computer graphics and multimedia artists	\$71,972	\$62,873	87%	20%
Industrial engineers, excluding health and safety engineers	\$71,597	\$62,409	87%	15%
Network and computer systems administrators	\$66,828	\$60,243	90%	21%
Chemical and materials scientists	\$68,961	\$60,633	88%	29%
Mathematical scientists and statisticians	\$66,449	\$59,374	89%	29%
Research scientists and data scientists, physical and biological sciences	\$67,493	\$59,017	87%	34%
Biological scientists	\$60,967	\$50,882	83%	32%
Computer systems specialists	\$51,809	\$48,636	94%	78%

Source: U.S. Department of Commerce, Bureau of Economic Analysis, 2008. ¹Source: U.S. Department of Labor, Bureau of Labor Statistics, 2008. Hours worked data from "Detailed Report on the U.S. Economy," BLS, Table 11.

Courtesy by U.S. Census Bureau

Table 3- Maslow Hierarchy Chart



Courtesy of Making It Clear.com

CHAPTER V

Conclusion

According to the whitehouse.gov website, the Lily Ledbetter Act that was signed by the president in 2009 is a piece of legislation that should have sealed the deal for equality for women. This report demonstrated women's hardship in the United States. A system that is fit for the male population is obviously not fit for the women construct. The 1% makes the rules and regulations for the rest of the 98% to 99% to live by without objections. And, in addition to the restrictive rules, there are other limitations to resources, such as a right to an equal working wage that meets the cost of living. In this case, it is the women population who gets the short end of the stick. Sure, there have been various movements and sacrifices made for women's equality but the responses, changes and progresses are very sluggish. But at the same time, women are expected to bear the "Super S" on their chest in the homes, workplaces and the communities with minimum resources. At the same time, in the political system is set up to benefit the wealthy white male population.

For example, why have there been only white male presidents since the existence of the Executive Branch in the United States? It is the same concept of a person having steak and potatoes every day in every course of a meal without any variations in their diet. There has to be change or it will result to negative reactions in the person's body system because of the lack of nutrition. This example mirrors the exact concept of the injustices in our system of this country. There is no variation in our leadership or ideas to benefit the masses. The leadership has only benefitted the male population, especially the white males. The women population has fought and managed for centuries to survive the wrath of an unmatched and insensitive system.

Feminist Standpoint Theory, the Muted Group Theory and the Structuration Theory explain the meaning behind women receiving less pay than their male counterparts. First, the Feminist Standpoint Theory points out that men and women engage differently based on their identification, like gender. Second, the Muted Group Theory emphasizes how the wealthy class dictate what communication system the lower and middle class groups, such as women, the poor, and the non-whites must abide by. And, the lower groups have adjusted to working with the system that has been established by the dominant group. Third, the Structuration Theory is basically structures that are set up to restrict behaviors. The fact that men and women are two different species should be clear.

For generations, the government has failed to protect women's equality. Government has done little to nothing of holding businesses or employers that chooses to be defiant of anti-discrimination laws that support women's equality. The United States of America have legislation that primarily benefit the male population. Meanwhile, the rest of the population is struggling because there is no one representing the rest of the non-white and non-male construct. But at the same token, the United States claim that this is the land of the free. But, if you are non-white and non-male the system is like a lottery or slot machine. If you are lucky you will make it. There should be two separate systems in place for women and men. So when the two populations come together, they will be collectively sufficient. This proposal would begin to resolve the issues for women, as well as responding to the men's concerns in the same process. Women are forced to deal with a system that is unfit for them. And, they are pressured to endure the same unfairness and injustices that have been plaguing them for centuries.

Just recently, there was an incident with a couple. The husband was on his cell phone far away from his wife who was struggling carrying their toddler by hand. She appeared to be pregnant and she did not have any mechanical resources, like a stroller to aid in holding the child. There are some who want to see women continue struggling. In fact, there are some men who believe that a woman should not even have the bare necessities. In their minds, a woman's place should be at home keeping the house and taking care of the children. When the man of the house comes home some of them expect to be waited on hand and foot. In addition, they believe that every decision made should be from the man alone. The women population needs holistic restoration. For starters, as a nation there has to be mandates of permanent change to eradicate these radical rules of women receiving less pay than their male counterparts.

All these factors have been in place that has legalized and supported the practice to this present day. In the 21st century, it's absurd that we are still debating whether women should get equal pay as men for equal work in America. This should be a no-brainer. But because we have some individuals who are stuck in the status quo and receive countless benefits from being members of the good ole boys network, they refuse to give women the opportunity to excel and prosper. As mentioned earlier, progress is crawling.

There are numerous issues that can be demonstrated regarding the injustices women face. For the upcoming 2016 presidential election people need to vote for a woman to be commander-in-chief. And not just any women, but a fair-minded woman who will serve all classes and genders of the United States equally, especially the lower and middle class, where there will be policies in place to ease the struggles of their daily life.

The United States has to make a 360 degree change of eliminating and unhooking the wrong that has been written. There needs to be established networks for all to live and thrive regardless of a person's gender identification or lifestyle. It is another way of covertly keeping women under bondage and silencing them. This injustice wreaks havoc in women's lives and hinders growth for a woman who goes through various experiences each and every day of her life. As the old saying goes, "money is not everything." However, it gives a person access to resolving issues, needs and wants, directly and indirectly.

Implications

If the issue of pay disparity between man and women does not change, then we will continue to limit ourselves as a country. And, the land of the free will always be unbalanced where the richer get richer and the poorer get poorer. Also, it will send a bold statement that a group of people are valued more than others. If some do not want to nudge to support women's progress, then it needs to be looked at from the country's economic point of view. This is the big elephant in the room because it is hampering the country's potential. The political bickering needs to be put aside, some employer's biases of women should be eliminated and the generational concept and notion that women are second class citizens must be erased. Instead, there needs to be a consensus for the benefit of the women and the country economically. Study after study have proven that majority of women run their household in America. In that case, why are women still struggling to obtain equal pay? It is obvious that this move will add surpluses to the budget, and stimulate the economy because women purchase more goods than men.

There are legislations that support women's pay equality and progress, such as the Lily Ledbetter Act. But, the first suggestion would be that the government needs to make mandatory rules specifically for businesses and employers to follow. And, if they do not follow the law, they should not receive a slap on the wrist but will be held fully accountable for breaking the law. Plus, the government needs to educate the American people on policies that support women's equality for awareness purposes. The second advice is every single American should be involved with their government. And, the third recommendation is whether Democrat, Republican or Independent every American citizen should make it their business to vote in every mid-term and general elections for their voices to be heard. In addition, every person casting their vote at the ballot box should vote for the best interests of themselves and their generations. When one person decides not to exercise their right to vote, then that is an opportunity and room for the enemy to step in and take over.

As former President Clinton said in President Barack Obama's 2012 primary election, "its simple arithmetic." Add one plus one and it equals two. It's that simple. For example, both Johnnie and Susie each came from separate households. Johnnie's and Susie's parents could not afford to send them to college. So, they applied for Pell grants and student loans to pay for their tuition. After graduation, Johnnie and Susie get a job. Both Johnnie and Susie are working the same profession with identical duties and responsibilities. But Johnnie is paid \$100,000 yearly, whereas, Susie is paid \$77,000 yearly. Where is the logic? How does this unfair practice balance the financial structure of this country? In the long run, she will end up with debt because some percentage of Susie's salary was taken away. Is that the model of our country, America the Great? This country should be ashamed of how women are treated. It is downright disgraceful.

It is time to stop talking about this embarrassing issue and make immediate changes for women's equality, rights, progresses and freedoms.

APPENDIX A

Interview conducted with Participant A on Friday, April 11, 2014:Researcher:

Why do you believe women in the 21st century are still grappling with pay inequality in the U.S.?

Participant A:

Change is very, very difficult in society as a whole, and we basically worked for over a hundred years trying to get the vote initially. Civil rights took a very long time. The Civil Rights Act was enacted in 1964 and we still have discrimination in this country. Pay equity is something that is very, very important to women and families as a whole. But, the perception I think that continues that women don't need as much money as men because men are supporting families. I was reading an article the other day and it said that a woman maybe having other children, so she is not going to be committed to her job. So, we have to limit her activities and for a man, he is getting ready to have children so he needs more money. And that's the mindset in society and within the workplace. As a female, I have worked in situations where I'm working for somebody who is not as knowledgeable as I am. But, he was chosen and I worked for him and he's asking me questions. So, what do you do? It is an overall societal perception and generally speaking most people don't know what other people are making. So, how do you make that leap? How do you address that? When we as women get a job we generally do not go in with the concept of negotiating for higher salary. Some men do and some men don't but generally speaking most women don't. And, our perception of money as women is your father takes care of you, your husband takes care of you and money is dirty. A lot of us are deficient in terms of creating our own budgets and looking at ourselves as

valuable within the workplace. A lot of different things I think go into that and people don't go around and say well how much money do you make?

Researcher:

Describe the ways in which pay inequity impacts women in society, the work place and at home?

Participant A:

Well, let's start with there's been all kinds of reports on the fact that when families break up the husband leaves. Usually in broken homes, 75% of the family income goes out the door with the husband and he may or may not pay child support. If he pays child support sometimes it is usually minimal. So, socially you have a lot of cases of women with children in poverty that are undereducated and underemployed. Chances are if you are in poverty and if you are impoverished you really can't sit down and think about things in terms of bettering your situations because you are in baseline survival. So, everything your doing is trying to make sure you have enough to eat, your kids have enough to eat and have the basics which takes up all of your time; and then you are exhausted and overwhelmed. Socially in this country, I think women, children and the elderly are the most at risk within society as a whole. We are not valued. Value is assigned by your paycheck, and if you are in a society that doesn't value you because you don't get a sufficient paycheck that kind of validates the fact that you are not worth as much as a man. Because, you could be working alongside a man in most cases he's being paid more money than you are and generally most women have more education. Because, we stay in school and we are constantly trying to learn, trying to constantly better ourselves. But most men, they get to some point and just stop. Because, I look around the office here and I say okay but their valued. Also, the other thing that I have noticed in meetings

I can say something I'm not heard. But, someone else a male person usually male white will say the same thing I said and five minutes later the response would be "oh yeah that's a great idea." So, there's issues of being a black female within a society that is racist and sexist. There are stereotypical views that are still in society and with people's mindset it's difficult to change perceptions, because I think gender and racial bias I think is something that's irrational. If you were in reality and you're looking around you seeing what's being done you would realize that those values are not realistic.

Researcher:

Despite the passage of the Lily Ledbetter Act in 2009, women are still not being paid on equal levels for men for the same work performed. How can existing levels of pay inequity be overturned to ensure a more solid economic foundation for women?

Participant A:

We have multiple executive orders by the president at this time. Legislation just says is supposed to happen but it does not make it happen. You would have to get the senior people across the governments and industries to realize there is a problem and to change their behavior. Policies and legislations generally do not change human behavior. So, if there where penalties, lawsuits things of that nature generally people will began to look at that because they are losing money. In a capitalistic society, we are geared towards money. So, if there is a problem like GM with the cars now they are being sued. So now they are going to fix the problem, but the people are still dead and they knew of the problem before those people died. But is like well you know do I want to spend .57 cents to change a part in a car so people don't die. Well, no I don't think that's effective so we didn't do it so we have 13 people dead. And, now we have issues now we'll fix it. So, I think when it begins to hurt the pocketbook then it will change.

Researcher:

How will equalization of pay for women foster increased equal rights and freedom for women?

Participant A:

Well, I think as women progress financially and have a more secure stability within their home; and, so forth, they will have the freedom to do some of the things that they would enjoy doing some of the things for their family in terms of making sure the kids are doing their homework; having extracurricular activities for their kids. And, making sure that they are going to good schools all those kinds of things require time and if you are financially secure and your basic physiological needs are met and psychological needs are being met then you can deal with those type of issues more readily. Then, if you are at baseline survival and you are just trying to figure out how you are going to make a sandwich or you're going to get food for dinner because that is going to consume you. So, as we progress financially things are going to be at a level where we can spend more time and energy doing things that we need to do to make sure our children are well educated and progressing.

Researcher:

How does the pay equity system for women affect the overall economy? Does the current system of unequal pay stunt or foster its growth?

Participant A:

It stunts it. Studies have shown women in this country do most of the purchasing for the family, for the home and for the husband, if there is one present. So, majority of everything that is purchased is purchased by women and if there is pay inequity the woman does not have the availability to shift funds to purchase goods and services that's necessary to sustain her family's situation. And often times, if you are impoverished you're sitting there trying to make decisions whether you pay the light bill or whether you buy food those kinds of things. If you have sufficient income then your basic needs are met and then you can sit down and look at the things that will enhance your life and enhance the life of your children and your family members. And, keep in mind now we are experiencing the sandwich generation. So now, you have women taking care of children, you women taking care of parents. And, now talking about the young, the women and the elderly are the most at risk in this country now. And, now that would alleviate a lot of that issue.

Researcher:

Aside from the reason we've just discussed regarding pay equity, why is "gender equality" important for our society today?

Participant A:

I think people are paid on the base of perception of worth. As women, if we are not validated through respect in the workplace, through equity and pay, then we are being devalued. We are being told on a regular basis that we are not as good, we are not doing anything, we are not contributing and for some it can be devastating emotionally. You know I am at the point of my life where I am looking towards retirement in the next few years. I never thought I would be at this level. I have seen other people come in

progress and go. They have no knowledge base they have no experience but their connected. So, their friends hire them, shelter them and they progress but for me I have not been promoted since 1998. Another thing within offices, if you are knowledgeable and you are a woman and you can do the job; they are happy to just leave you and just let you do the work because the perception is if they promote you the work that you were doing will no longer get done. Most of the women that I know will mentor other people, we are going to bring everybody along and we are going to bring everybody to our level. So, we will be enhancing the office but instead of that happening we are being segregated and held off to the side. It's not a good thing for us individually and it's not a good thing for the workplace I don't think. Because, we bring a wealth of knowledge, experience and empathy. And, I don't perceive that men come with the same level of empathy as women because we naturally come into every environment as a caretakers. So, we come in and say "good morning, how are you?" If there is a problem, we are going to try to solve that problem for you, and even if we can't do anything, we sit and listen to the problem and at least say I'm sorry that's happening to you. This makes people feel accepted and validated within a workplace and oftentimes you don't get that from men.

Researcher:

Why do you believe that permanent and full-scale acceptance of women's holistic equality continues to be a struggle for some segments of society?

Participant A:

Because the individuals that are in the position to make sweeping changes within a workplace are generally men. There are very few women in senior positions and that's across industry and the government. So, it's not affecting them, then they don't see it as important as long as they are in their jobs getting their bonuses and checks. In the

private industries, some of the men are making astronomical sums of money and getting bonuses on top of that. And, then you look at the demographics in most organizations women are at the lower ranks and the most educated yet they are not still being paid enough. The overall perception that everything is okay. Well everything will be okay, if you are a white male because you are getting what you need but me I'm not getting what I want and what I feel I deserve. But that's not impacting you and goes back to during slavery white people did not have a problem with it. It was working for them but it was not working for us. And, I see that it is the same thing their perception was their happy, their singing and going on. We were not singing because we were happy that's not what it was about. We were trying to survive the foolishness. We just want equal footing. We want to be valued. We want to be validated with a paycheck like everybody else that's getting paid and saying you really did a good job I appreciate it.

Researcher:

In general, how concerned are men regarding women's equality?

Participant A:

I don't think they are. I know men who will want a women barefooted and pregnant. And, that's crazy. I mean first of all, as men you should want to partner you want somebody that you can respect for their intellect. You should be able to sit down and hold a conversation. I am going to say this I'm single and my few interactions with guys now I can't hold a conversation with them. They don't bring anything to the table. So, what do you do? If you have a society that's maintained a view of women like the only thing their good for is having babies, cooking dinner and cleaning the house. What do you do? How do you change someone's perception? Because obviously they are not in reality with us. So, how do you impact their thinking?

Researcher:

In your estimation, what does the future hold for women's holistic progress in the United States and around the world?

Participant A:

I think we are moving forward but we are moving forward very slowly. And, I think in terms of some of the third world countries if women are given an opportunity that's going to help the family unit tremendously. Because studies have shown that when women are educated they educate the children. When their children are educated, then they earn more money and they have more things within their lives. In countries where women work with men, their respected the family unit functions better. There should not be a male role and a female role, per say, where a woman stays at home and cooks. I think when two individuals come together that loves each other that are going to get married you should sit down and evaluate the characteristics and what each person wants.

Sometimes, you get with someone and they may able to budget well. Whoever can best budget the money let them handle the money you don't let the man handle the money because he is a man that has nothing to do with anything. You don't need the woman to cook and clean because she is a woman you need whoever can cook the best because some women can't cook. When I was growing up my father was a chef. My father had a stroke when I was like six months old. He stayed home and took care of me and cooked because what else is he going to do. He had the option of leaving and a lot of men would lose their job and different other things. But, I think a responsible adult would sit in the home and say okay we are a unit. What can I do to make the family work? Oftentimes, men look at things from a superficial level and I know men are more visual. They want a women that looks like a Barbie doll which totally unrealistic. Right now, I see families

breaking up and men just leaving their families and that whole thing is frightening to me. Because, you have a generation of children that look lost. We have to really look at what do we really value? What do we need to do? Where do we need to go? As a country, I think we need to come from a place of respect and values for every human being and that needs to be taught. And, I think we need to overcome racism and bigotry.

APPENDIX B**Interview conducted with Participant B on Saturday, May 3, 2014:**Researcher:

Why do you believe women in the 21st century are still grappling with pay inequality in the U.S.?

Participant B:

I think we have a patriarchal system and so what they always grappled with is equality in all aspects of the workforce, family life, voting rights. Everything, is just a kind of result of the system that we live under.

Researcher:

Describe the ways in which pay inequity impacts women in society, the work place and at home?

Participant B:

I think in society it makes people powerless because we are not given the same respect as a man. I think the workplace it definitely affects everything because most of the time we do more work. And, most of the time for executives, almost always they have women assistants. And, so we are doing the brunt of the work but they are getting the majority of the pay. So, it's very unfair and a lot of women leave to go into private practice. Especially, in public relations field because it's really not fair. I think at home sometimes women tend to over assert themselves in the home as a result of not being able to assert themselves in the workplace. And, I see that always kind of creates issues.

Researcher:

Despite the passage of the Lily Ledbetter Act in 2009, women are still not being paid on equal levels for men for the same work performed. How can existing levels of pay inequity be overturned to ensure a more solid economic foundation for women?

Participant B:

I think the only way to overturn it is to really shine a light on the entire system. I think it's very hard to completely overturn pay inequality. But, there are a lot of women that are working who are working towards that, like Bell Hooks, there are a lot of women and the feminist movement that are working towards equality for women. I think that you take it in any arena you can get. So, if we are fighting for the government you have to kind of just one by one attack the parts in order to affect the whole. And, so I think that is the proper way to overturn it. However, white culture, hegemonic culture, patriarchal culture, has been happening since the beginning of time, and they are very crafty. I feel like they will find loopholes. And, I feel that's why I am a freelance publicist where I set my own price. I feel that's the best way to take charge and own your own business. I feel that's the only way to be able to really demand what you feel like you deserve, as oppose to an hourly or salary rate.

Researcher:

How will equalization of pay for women foster increased equal rights and freedom for women?

Participant B:

If the pay was the same then the respect level would be the same. I think it just goes hand in hand. There's always going to be that crunch that well I get paid more than you do. Because money is the deciding factor in our society

Researcher:

How does the pay equity system for women affect the overall economy? Does the current system of unequal pay stunt or foster its growth?

Participant B:

The unequal for women fosters the growth for the economy. It definitely does not stunt it. It keeps more men in charge. It gives more men the opportunity to run large scale businesses on Wall Street, bank executives. You don't see a lot of women in those fields. Those are the people who hold 1% of all of the wealth. And, questions of any group- women, blacks or whatever is always for the betterment of the dominant group which is white males. It definitely fosters the growth it doesn't hurt the economic group at all. However, I think if women were given equal pay they would see even more growth not on the economic side; but more growth in terms of reconciling the social ills that we have remembering the whole different dynamic to the plate. Once you begin to equalize our pay then we are able to take those jobs that we really want to work. You know men create wars and women create peace. So, there needs to be a balance and there is not that balance because we are not getting paid to create peace.

Researcher:

Aside from the reason we've just discussed regarding pay equity, why is "gender equality" important for our society today?

Participant B:

Gender equity is important for our society because for too long we have lived in a society where the dominant group is in control of everything. They are control media. They are in control of everything. There is a skewed representation of particular sex of people in society. And, it gives a warped view for the out circle. We market ourselves as the land

of freedom, the brave and all of these things. But, we really do the most oppression. The most covert oppression. And, then we try to shine a light on other nations. Like look at them forcing women to get into arranged marriages. But we the women, the Black woman particularly is the most disrespected woman on the planet. We are underrepresented in everything.

Researcher:

Why do you believe that permanent and full-scale acceptance of women's holistic equality continues to be a struggle for some segments of society?

Participant B:

I am focusing on media in my thesis and the media is really heavily responsible for the way we formulate our opinion about groups in the world. The media is a conduit for the dominant culture. So, when you see women and they are sexualized. When they are regulated to a homemaker in this era. And, the next era they are either erotic or sexualized. And, then the next era they are in charge but they are having affairs with married men. It makes people think a certain type of way. It is a very unconscious brainwashing. And, unless you are very media literate or actively consuming media everybody is affected by it. Like the pervasive effects of the way, the ideas, the ideologies of the dominant culture are pervasive. So, people feel a certain way about women with even second thought. I hear it all the time, here she go about to run a meeting. And, women are relegated to this Suzie homemaker. Or, if they are ambitious then they are too bossy or they are "penis envy."

Researcher:

In general, how concerned are men regarding women's equality?

Participant B:

I can't speak for the totality of men. I know men who don't care. The minute there is talk about equality for women is like sure but it's not for me. And, then there are other men who really on the frontline of fighting for equal treatment in all aspects. There was a man who started the petition against D.L. Hughley for making comments about Columbus Short's wife. Basically, saying that she made domestic violence up and that she is a thirsty bitch. So, he rallied up support to get him off the air. So, there are men who really care. They are men who think they care but do not fully understand the entirety of what it means to be fighting for women's equality.

Researcher:

In your estimation, what does the future hold for women's holistic progress in the United States and around the world?

Participant B:

The opportunities in the future are always endless. Anything can happen that can change the trajectory of the way things are going. All it takes is one of it. I think that it takes a lot of work to get that kind of deciding moment where women will all of a sudden this utopia were women all respected and all of those things. But, I think the possibilities are endless. I never want to put the future in the box. Anything can happen. Society has taught us that. History has shown us that. Anything can happen. Anything can change. I think the possibilities are endless. I think women should create their space. And, continue to fight in the frontlines.

APPENDIX C

Interview conducted with Participant C on Sunday, May 4, 2014:Researcher:

Why do you believe women in the 21st century are still grappling with pay inequality in the U.S.?

Participant C:

Well from my perspective, I believe women are grappling with equal pay in the United States because we as a country are a generation that is not necessarily welcoming with coming in and being on the top of position. We more so view women to be stay-at-home moms or housewives. Because of where the corporate ladder and structure is in America, the folks that are already there don't think that women can do what men can do. I also think that a lot of people are not informed that women who invest in the economy are not making as much as men are. So, I think there needs to be an education aspect of it. Also, once people are aware people need to be driven to action. And, once they are driven to action, then there should be an enforcement.

Researcher:

Describe the ways in which pay inequity impacts women in society, the work place and at home?

Participant C:

I feel that pay inequity impacts women in society in the workplace, community and at home negatively. Everybody wants to be valued. Women in society are doing as much work and if not more work than men at the workplace, then they should be paid accordingly. Not paying women accordingly will make them feel undervalued. The statistics and data is that women are pursuing higher education.

There are more women enrolled in school and colleges. More women are going to get their post-graduate degrees. Even more so, you have more women that are being the breadwinner within their relationships whether they are married or not. So, if a women is not making as much as men with the same job who happens to be the breadwinner in the house that impacts her and the family.

Researcher:

Despite the passage of the Lily Ledbetter Act in 2009, women are still not being paid on equal levels for men for the same work performed. How can existing levels of pay inequity be overturned to ensure a more solid economic foundation for women?

Participant C:

I think the passing of the Lily Ledbetter Act by President Obama is a step in the right direction. But, it is still not enough because women are still not being paid equal levels for the same amount of work. I don't think you want to shame businesses that do not pay the same amount for the work that they are doing. But being with the president passing this act I think we can start from the federal government, we start within state government and we can start within the local government. And, I think eventually the pattern will catch up also.

Researcher:

How will equalization of pay for women foster increased equal rights and freedom for women?

Participant C:

I feel the equalization of pay for women I think it can foster increased core rights and freedom for women. Because money says a lot. And, if we can start showing women that we respect them and we value them by not just saying it. But by showing them in the

workplace and saying okay, this is a step forward by giving equal pay, then I feel like it allows us to bring women in the conversation. Overall, I think equal pay for women will allow women to be in positions and in the forefront to have conversations and to have discussions for women's rights and issues.

Researcher:

How does the pay equity system for women affect the overall economy? Does the current system of unequal pay stunt or foster its growth?

Participant C:

The pay equity system for women will affect the economy in a positive way. Women will be getting paid equally and men will change the way they think of women as mothers, or think of them as colleagues in the workplace. So, I think definitely that women receiving equal pay will boost the economy. Women are important for economy. And, they are important for our individual lives.

Researcher:

Aside from the reason we've just discussed regarding pay equity, why is "gender equality" important for our society today?

Participant C:

I think gender equality is very important for our society today. I will use an example of working for a non-profit. And, in the past what happened was during the Sudan genocide, there was always men at the table trying to negotiate all the deals. The men will always have an argument and will never be able to make a decision. Because, they were always worried and concerned about their brand and power sharing. But, once they had involved a few woman from Abuja, Nigeria in 2005. What they realize is that the women helped moved the peace agreement because they were more concerned about

the children. They were more concerned about education. They were more concerned about poverty. So, I think more gender equality is important in society because women will be in positions where what men can do better. I think women are just as skilled and powerful men in very different fields. In the military, they realize women can be on the forefront in the battle zone. If they are skilled, they are just as strong as men. So, women be allowed that opportunity to perform duties as men. Sex should not be used to disqualify a women from an opportunity if they are fully qualified.

Researcher:

Why do you believe that permanent and full-scale acceptance of women's holistic equality continues to be a struggle for some segments of society?

Participant C:

It continues to be a struggle for many because quite frankly it is not the norm. A lot of people have been taught that women are to serve underneath men, and serve under the mercy of their husband or their boss. So, a lot of men and a lot of people believe that is a woman's role is not to be in the workforce. They believe that a woman's role should be in the home. There people who has a difficult time supporting or believing in women's freedom. Men in the corporate level are quite comfort where they are. And, they do not want change. It would be difficult to change.

Researcher:

In general, how concerned are men regarding women's equality?

Participant C:

Honestly, I don't think a lot of men are concerned. Maybe some maybe for women's equality, and some might not. But, I don't think is something they think about when they go to work.

Researcher:

In your estimation, what does the future hold for women's holistic progress in the United States and around the world?

Participant C:

I really believe that the future holds great things. We are in 2014 right now and we are having a lot of women conversation. Having the first female president, Hilary Clinton and we have the First Black Lady in the White House who is absolutely astounding. So, there are a lot of women right now that are doing a lot of great things. The CEO at Yahoo is a female and we have one at Hewlett-Packard. So, there are a lot of women out there who are doing great and amazing things. In society, we are becoming more open-minded. So we need that push to move things forward and make more opportunities flexible and reachable for women.

APPENDIX D

Interview conducted with Participant D on Tuesday, May 6, 2014:Researcher:

Why do you believe women in the 21st century are still grappling with pay inequality in the U.S.?

Participant D:

I think the key part of your question is the word "grappling". I think they have made gains. Did you watch the White House Dinner Association Dinner? Did you see the joke that McHale made about Hilary Clinton? At least pay her 30%. So, that is a signal that even at that level there is a recognition that the women are behind. In my industry that is not the case. It really has never been the case. Women and men are treated equal in property management. And, but in general they started way behind I think they are catching up. I think they are being afforded the opportunities to gain the education they need. In a lot of cases, they are getting the experience to show they can handle the job. And, I think they are catching up. Are they behind except for my industry probably, yes.

Researcher:

Describe the ways in which pay inequity impacts women in society, the work place and at home?

Participant D:

I really don't know how to ask that question to be honest with you. I guess if a woman has knowledge that she is being paid less than a guy who is doing the same work that can't be a healthy environment to begin with. And, that might carry-on both at home, very frustrated individual. I work in an industry that is so localized I don't really deal on a society basis. And, I really don't deal with anything beyond the scope of real estate. I

can't generalize because I don't deal with something like that. But, I think that again like I said if they have knowledge that somebody is getting paid more than they are doing the same thing that just can't create a good healthy environment.

Researcher:

Despite the passage of the Lily Ledbetter Act in 2009, women are still not being paid on equal levels for men for the same work performed. How can existing levels of pay inequity be overturned to ensure a more solid economic foundation for women?

Participant D:

Can I first ask a question? What is the Lily Ledbetter Act? (Interviewer explained the Act to responder. Your second question obviously to me says the Lily Ledbetter Act is not working. So, basically my inference from that is that the women have to step forward and sue. Maybe, they aren't using that act to help overturn this. If somebody is still absorbing a level of pay less than a guy and you don't do anything about it I don't know anybody other than the individual. Women can start making a stink about it. Lot of companies, it's against company policy to know what your colleagues makes. So that's another thing as to if that stuff is made public somehow that would probably help to cause a lot of problems, first of all. And would probably lead to a more solid economic foundation for women. I use to work for Mobile and you can get fired.

Researcher:

How will equalization of pay for women foster increased equal rights and freedom for women?

Participant D:

I don't have a clue. I can only guess that if this is a major component of them gaining that equality if you overcome that only will help to increase equal rights of freedom. I

make five figures but I know two women that make six figures. Does it bother me? No. Different circumstances. I am not aware anything in my industry that women are being paid less.

Researcher:

How does the pay equity system for women affect the overall economy? Does the current system of unequal pay stunt or foster its growth?

Participant D:

Well again, if they are not getting paid the same amount of what the guys are getting paid, then they have theoretically less to spend on that the guys spend on and that would I guess it would in essence stunt the growth of the economy.

Researcher:

Aside from the reason we've just discussed regarding pay equity, why is "gender equality" important for our society today?

Participant D:

Well, I am obviously a lot older than you are. And, so if this was like 30 years ago, we would have different answers. And, you would not even be talking about this stuff. Even, in our current society when you talk about gender equality. Global wise we see atrocities in the world. I would hope that we have come a long ways as a society. We are this close to having a woman president. We had a Pelosi who is very high up. Condoleezza Rice, and so on from a political point of view. Several large companies that are now ran by women. So, those kinds of things are now happening which 10 years ago you would say ain't no way. So, I think that those people who have risen out the ranks have earned it.

Researcher:

Why do you believe that permanent and full-scale acceptance of women's holistic equality continues to be a struggle for some segments of society?

Participant D:

We have the similar situation with the Los Angeles Clippers. We are not going to change him. We are going to take him out of power and take him out of the game. We are not going to change him. We are doing another path and that's an excellent example of one method of doing that. Is it punishment for a guy worth 2 billion dollars? Heck no. We just took away one of his major toys. Society jumped on that and it kind of has to be industry by industry has to take control of the situation rather than the generic thing. I'm not black. I don't care about the Los Angeles Clippers. I don't care about the owner. And, I don't care about his views. It does not affect me on a daily basis. He got what he deserved. Was he punished? Not enough.

Researcher:

In general, how concerned are men regarding women's equality?

Participant D:

There nothing in my industry to relate to that you know. Do I relate differently to another woman in a position and say I wish I had a guy there? No. The concept of board management is not a guy vs. a gal. You got guys and gals who own they get together they have common problems, common issues, common concerns. Participant D has been here for over seven years. Do I wish I had a guy it does not come to mind?

Researcher:

In your estimation, what does the future hold for women's holistic progress in the United States and around the world?

Participant D:

Around the world, I am truly disappointed. Nigeria they got the 200 girls that were taken. And, they are being raped and they are slave. How many times have we seen it from an international point of view where the outside pressure did not phase to the individual dictator. Like Egypt, they got rid of the guy. Libya they got rid of the guy. Finally with Iran or Iraq, we almost had to go to war to get rid of Hussein. I don't know how to answer the world. I don't travel outside of the United States the way a lot of people do. We are such in a different environment here. We are much better shape simply by being in here compared to some of this other people. You make 2 dollars a day. And, you live in a hut. United States will it mean anything if Hilary Clinton becomes president? Probably, for about a month and then it is going to go away. She is going to have the same problems that any president is going to have. It is just a political system that has been in existence for 200 years. And, I don't think she is going to have any influence whatsoever. In terms of is she going to increase women's equality? No, I don't think so. I think when little girls see people like Clinton, Rice and all these women move up the ladders hopefully that will influence them to continue to get educated. I hope it won't frustrate them. They can make a change in the line.

APPENDIX E

Interview conducted with Participant E on Wednesday, May 8, 2014:Researcher:

Why do you believe women in the 21st century are still grappling with pay inequality in the U.S.?

Participant E:

I would say because women are capable of doing the work as men, even more capable, and so I do not understand the paying difference between the male and the female.

Researcher:

Describe the ways in which pay inequity impacts women in society, the work place and at home?

Participant E:

Well, probably affect them on a whole because the less you make the less availability you have to funds. And, of course it will affect the lifestyle you will have at home with your family, your children and elsewhere. And, the ability to do things you would like to enjoy just as the men do.

Researcher:

Despite the passage of the Lily Ledbetter Act in 2009, women are still not being paid on equal levels for men for the same work performed. How can existing levels of pay inequity be overturned to ensure a more solid economic foundation for women?

Participant E:

In my opinion, they probably have to start at the workplace of every individual. Every administration should look into that issue and ensure that they are abiding with the law that President Obama passed.

Researcher:

How will equalization of pay for women foster increased equal rights and freedom for women?

Participant E:

Well I guess women have to continue fighting, continue bringing up the issue, continue making aware that they matter.

Researcher:

How does the pay equity system for women affect the overall economy? Does the current system of unequal pay stunt or foster its growth?

Participant E:

That's an easy one. Women spend more than men. (She does not know).

Researcher:

Aside from the reason we've just discussed regarding pay equity, why is "gender equality" important for our society today?

Participant E:

Well, if women are doing the same work, the same work load as a man they should be recognized for the job done which will be equal in pay. And, so it would be discrimination if male is being paid more than female for the same workload that they are doing.

Researcher:

Why do you believe that permanent and full-scale acceptance of women's holistic equality continues to be a struggle for some segments of society?

Researcher:

I think basically the people who are thinking like that are probably old fashioned. They really have not come to embrace the 21st century. And, so they still think that a woman's place is at home and not in the workplace. And, earlier I mentioned that women could do equally the same work as men can and they do deserve the same pay.

Participant E:

In general, how concerned are men regarding women's equality?

Researcher:

Probably, in my opinion there are some men who will think so. But, I think as a whole I don't think men, in general, are really concerned or even thought about it that much to give consideration for women pay equality.

Researcher:

In your estimation, what does the future hold for women's holistic progress in the United States and around the world?

Participant E:

In my estimation, I would say men better look out. Women are coming. And, we are going to rule the world, we are a force to be reckoned with. And, we will get there eventually.

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