

ROLE MODELS AGAINST ALL ODDS

Dilieth Borges, Lynn University

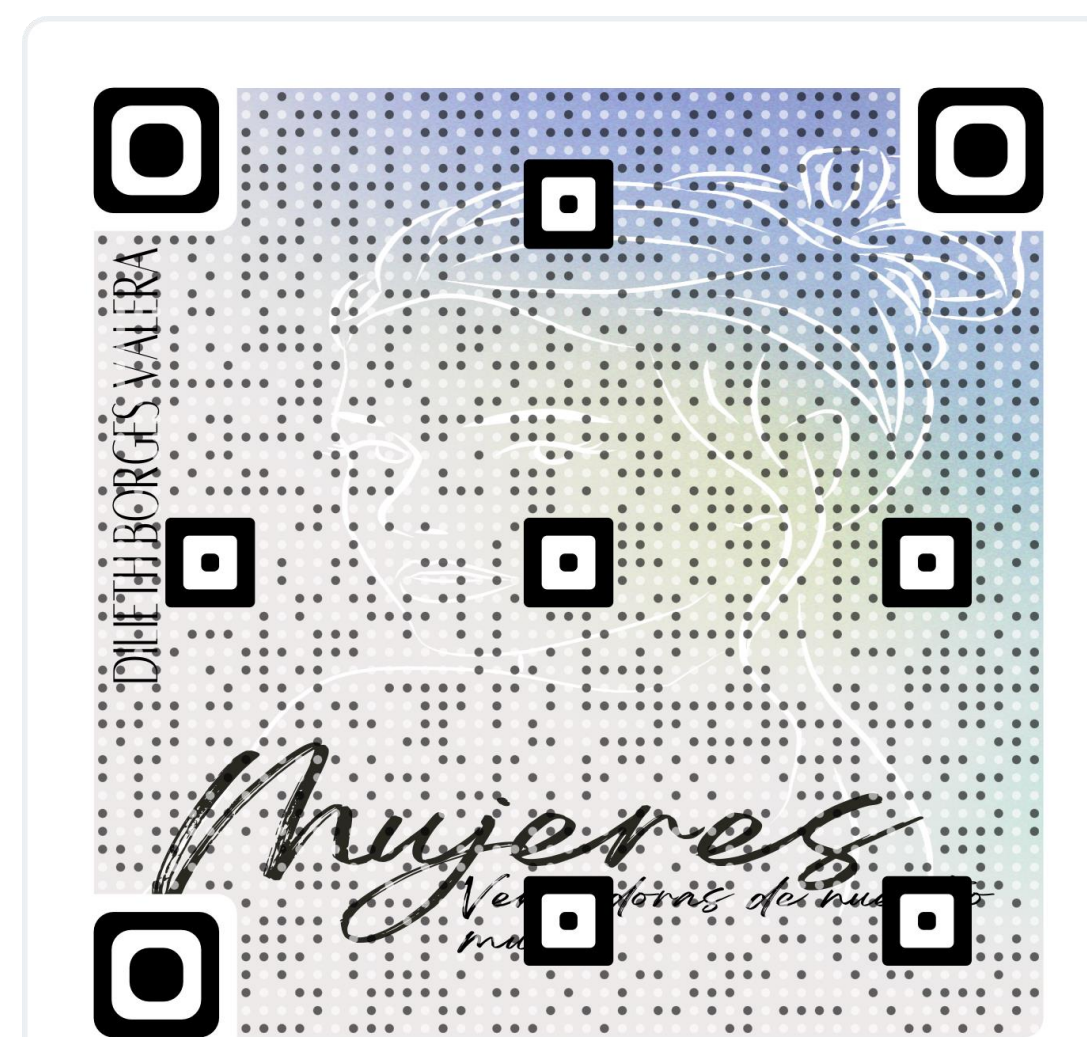
Abstract

Throughout history, the role of women has been determined by those that wish to hold power over them. From a young age, females are often told 'no,' 'you cannot do that,' or 'that is a men's job.' The perception of young girls and their capabilities are limited to the point where it is not only others' opinions but also a limitation and disparity regarding the opportunities women are offered. At the root of the problem is the lack of belief, confidence, and encouragement that young girls experience as they mature and develop their childhood ambitions; then, the problem evolves into fewer opportunities, discrimination, and increasing wage gaps when it comes to gender and ethnicity. However, despite the many discouraging statistics and projections for the future, hope for change is relatively easy to achieve. A way to encourage females to follow their ambitions despite their many obstacles is by presenting them with role models and stories with which they can find familiarity. Knowledge is power, and with it comes the ability to empower others through a shared experience and strength.

Introduction

Since 1963 the discrimination of pay has been illegal however it is still frequent and a widespread practice. In the workforce it is mostly prevalent in fields that are male dominated and often create a discouraging environment for the female counterpart, especially for those who experience intersectionality of gender and ethnicity. In particular it is Latin/ Hispanic women who experience the gender wage gap due to social factors experience the most separation between pay in comparison to Caucasian males.

A Step Towards a Solution



In this mission to empower young girls and women, I have created a book that collects various biographies of successful women in science, technology, engineering, and mathematics. The book is entirely in Spanish, as my goal is to reach young girls and women, specifically from Hispanic countries in North, Central, and South America and the Caribbean.

In these countries, girls are advised against going into STEM fields because they are professions 'for the men.' With this book, I wish to break that cycle and empower these girls, letting them know that they, too, can be part of the conversations taking place, that their voices are equally as significant, and that they can create tremendous impact. Throughout history, women have exceeded all expectations imposed on them, even when often told otherwise. I want to ensure girls know that they have role models from whom they can take inspiration and see the similarities in the struggles surpassed. The book currently has a story of a successful woman for each country in North, Central, and South America and the Caribbean; however, it is not finished yet. I want to have a story for each of the stem fields as well as politics and activism. All the fields mentioned above are male-dominated, but with continuous work, I hope to aid young girls and women to find the strength to go beyond expectations and follow whatever their dreams and ambitions are, knowing that as their predecessors, they will succeed.

The Wage Gap

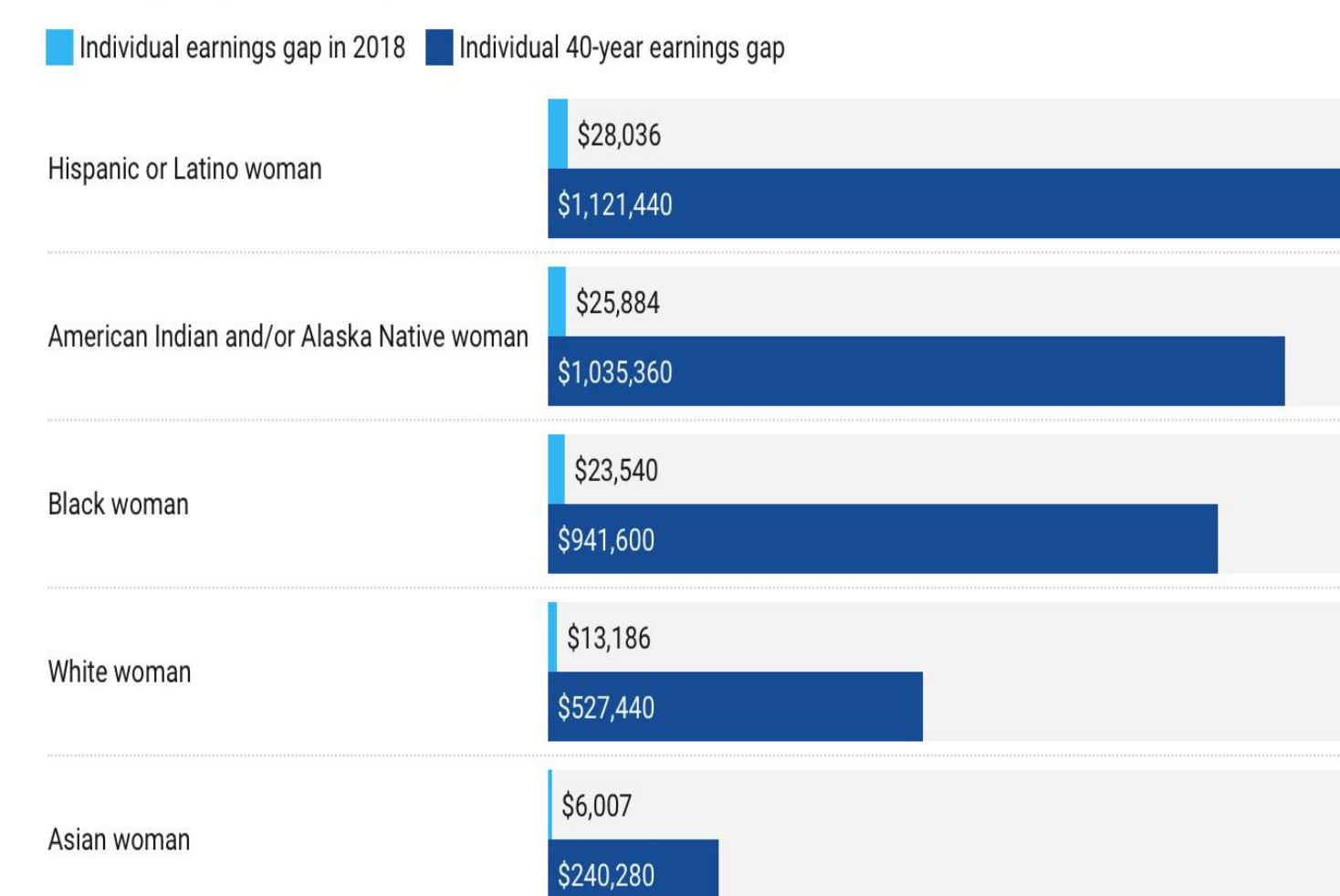
FIGURE 1
The gender wage gap is more significant for most women of color
Comparing 2018 median earnings of full-time, year-round workers by race/ethnicity and sex



Notes: The gender wage gap is calculated by finding the ratio of women's and men's median earnings for full-time, year-round workers and then taking the difference. People who have identified their ethnicity as Hispanic or Latino may be of any race. Chart: Center for American Progress - Source: For all groups except American Indian and Alaska Native women, the Center for American Progress calculated the gender wage gap using data from U.S. Census Bureau, "Current Population Survey, PINC-05, Work Experience-15 Years Old and Over, by Total Money Earnings, Age, Race, Hispanic Origin, Sex, and Disability Status: 2018," available at <https://www.census.gov/data/tables/time-series/demo/income-poverty/pinc-pineno-05.html> (last accessed March 2020). Specific tables used are on file with the author. CAP calculated the gender wage gap for American Indian and Alaska Native women using U.S. Census Bureau, "Table B20017C: American Indian and Alaska Native alone population, non-Hispanic or Latino population 15 years and over with earnings in the past 12 months, 2018 American Community Survey (ACS) 1-Year Estimates," available at <https://www.census.gov/programs-surveys/acs/> (last accessed March 2020); U.S. Census Bureau, "Table B20017H: White alone, non-Hispanic or Latino population 15 years and over with earnings in the past 12 months, 2018 American Community Survey (ACS) 1-Year Estimates," available at <https://www.census.gov/programs-surveys/acs/> (last accessed March 2020).

FIGURE 2
The average 2018 earnings gap for a woman balloons over the course of 40 years

Examining the gaps between 2018 median earnings for women and men working full time, year round, and extending the gaps over 40 years



Notes: Author's calculations are based on analysis of 2018 median annual earnings of full-time, year-round workers broken down by race/ethnicity and gender. The "40-year earnings gap" is how much less a woman would earn than a man based on the 2018 wage gap over a 40-year career. Figures are not adjusted for inflation, and earnings are in 2018 dollars. People who have identified their ethnicity as Hispanic or Latino may be of any race. Chart: Center for American Progress - Source: For all groups except American Indian and Alaska Native women, the Center for American Progress calculated the gender wage gap using data from U.S. Census Bureau, "Current Population Survey, PINC-05, Work Experience-15 Years Old and Over, by Total Money Earnings, Age, Race, Hispanic Origin, Sex, and Disability Status: 2018," available at <https://www.census.gov/data/tables/time-series/demo/income-poverty/pinc-pineno-05.html> (last accessed March 2020). Specific tables used are on file with the author. CAP calculated the gender wage gap for American Indian and Alaska Native women using U.S. Census Bureau, "Table B20017C: American Indian and Alaska Native alone population, non-Hispanic or Latino population 15 years and over with earnings in the past 12 months, 2018 American Community Survey (ACS) 1-Year Estimates," available at <https://www.census.gov/programs-surveys/acs/> (last accessed March 2020); U.S. Census Bureau, "Table B20017H: White alone, non-Hispanic or Latino population 15 years and over with earnings in the past 12 months, 2018 American Community Survey (ACS) 1-Year Estimates," available at <https://www.census.gov/programs-surveys/acs/> (last accessed March 2020).

For every \$1 earned by white, non-Hispanic men, Filipino women earned 83 cents, Tongan women earned 75 cents, and Nepali women earned 50 cents. The larger wage gaps for most women of color reflect the compounding negative effects of gender bias as well as racial and/or ethnic bias on their earnings (Bleiweis, 2020). People living intersectional realities—such as transgender women and immigrant women—also experience the compounding negative effects of multiple biases on their earnings (Bleiweis, 2020).

A larger consideration is the cumulative impact of the gender wage gap on all women working full time in the United States. Collectively, more than 55 million full-time working women earned an estimated \$545.7 billion less than their male counterparts in 2019. If the gender wage gap had been closed entirely, this would have meant an additional \$545.7 billion in the pockets of working women and their families—about \$9,613.13 per woman—to cover student loan payments, mortgage payments, child care costs, prescription costs, groceries, emergency expenses, and more (Bleiweis, 2020).

Latin Women Specifics by AAUW 2022

- ❖ Because of the gender pay gap, Latinas were compensated just 54% of what non-Hispanic white men were paid in 2021. That means it takes Latina workers almost an entire extra year of full-time, year-round work to be paid the average annual earnings of white men.
- ❖ Hispanic women make less than white non-Hispanic men at every education level.
- ❖ Latinas' earning ratio compared to white men changed only 4% between 1988 and 2019.
- ❖ For Latinas, unemployment rose from 4.8% to 12.5% between the third quarter of 2019 to the third quarter of 2020.
- ❖ Latinas won't achieve equal pay until the year 2197 at the current rate of change.

Conclusions

The earnings for women and men may shift slightly each year due to newly acquire data from the Census Bureau. However, the gender wage gap will not be close anytime without drastic change. The efforts toward closing the wage gap must be comprehensive in addressing all the factors that contribute to it. In particular for women of color, Latin women, LGBTQ women, and women with other diverse identities. For making up more than half of the world's population it is time for this issue of inequity to be resolved when it affects the security and equality of females. In Hispanic and Latin countries the rate of change is even slower which makes advocacy and legal efforts much more urgent. Words are always said to have power at times much more so than weapons themselves; therefore, it is essential that when it comes to the female counterpart of the population their power is used to nurture and empower their dreams and ambitions in order for a fairer world to come to be.

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