

The need for Equal Pay Day is alive and well after the release of the [latest Pew Research data](#) on the gender pay gap: **Women still only earn 82 cents on the dollar** compared to their male counterparts.

The pay gap has **narrowed by just two cents** since 2002, when women made 80 cents for every dollar earned by men. But how do the last 20 years compare with the two decades prior? The **gap shrunk by 15 cents** from 1982 to 2002.

In fact, Equal Pay Day came about during that time frame — in 1996, it was first observed as a symbolic marker of how **far into the year that women work** to make what men made in the previous year. And, of course, this marker **only captures the experience of the “average” woman**: Last year, Asian women made 93% of the median hourly earning of men, while white women earned 83%, Black women only reached 70% and Hispanic women just 65%.

There’s no single cause for the gender pay gap, and it clearly widens based on race and ethnicity, but the [report also highlighted](#) age and parenthood as factors. This **newsletter’s editor Maggie McGrath recently spoke** with Hillary Clinton at the Forbes 30/50 Summit in Abu Dhabi about how women can push back against these broader trends and gender-based expectations in the workplace.

“We lose a lot of talent, a lot of really smart, organized, effective women who start off at the same level as their male counterparts ... but men and companies and organizations, [their] expectations of a woman's appropriate behavior holds women back,” Clinton said. **“We’ve got to keep fighting that.”**

Until next time,
Sarah



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