



WORKING TOWARD EQUAL PAY:

FIVE POLICIES WE NEED TO BUILD AN INCLUSIVE, THRIVING WORKFORCE

Hoosiers should receive equal pay for equal work. However, pay discrimination is only part of the equal pay problem: many workers - disproportionately women and people of color - face structural barriers to accessing and persisting in high-quality career options. Removing these barriers would allow our families, communities, and economy to thrive.

EQUITY-FOCUSED CAREER COUNSELING

The roots of occupational segregation begin early, but equity-focused career counseling has the potential to broaden the range of career options Hoosiers consider and pursue.

SUPPORTS FOR PREGNANT WORKERS

Workers shouldn't have to choose between a healthy pregnancy and their job. Reasonable accommodations and paid leave enable pregnant and parenting workers to work safely, keep their jobs, and support their families.

CHILDCARE

Childcare is essential for working parents, yet far too many cannot find affordable, high-quality options.

FAIR SCHEDULING

Just-in-time scheduling practices disproportionately harm caregivers. Conversely, notice and control promote the ability to plan childcare, obtain postsecondary credentials, and maintain a budget.

ONE FAIR WAGE

Subminimum wages disproportionately harm women, people of color, and people with disabilities. One fair wage sets a floor for all types of work.

LEARN MORE AT:
<http://incap.org/iwfw/wagegap.html>
