

Is it okay for employers to inquire about previous salaries?

IMPLICATIONS FOR DV SURVIVORS

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Employer: “So what is your current/most recent salary?”

Me:



- ▶ This can be a tool for discrimination against women and minorities
 - ▶ Perpetuates the cycle of poverty
 - ▶ Contributes to the wage gap issue

- ▶ So, what does your previous salary say about you:
 - ▶ A high figure could deem you overqualified
 - ▶ A low figure could reduce your starting pay
 - ▶ Refusing to answer could also backfire

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- ## WOMEN ARE GETTING PAID LESS THAN MEN FOR THE SAME TYPES OF JOBS

Racial Wage Gaps

- ▶ Annnnnnddddd again:
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WOMEN OF COLOR ARE GETTING PAID EVEN LESS THAN WHITE WOMEN
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Oh, I didn't forget about the LGBTQ
community.

Yep, **EVEN LESS!**

(But, you already knew that.)



Congresswoman Eleanor Holmes Norton

“Many [women and minorities] carry lower salaries for their entire careers simply because of wages at previous jobs that were set unfairly... It was not instinctive to me to understand that asking an applicant for prior history could have a lifelong discriminatory affect.”

(aka the first female chair of the Equal Employment Opportunity Commission)



Implications for DV Survivors

- ▶ May result on financial dependency in an abusive relationship
- ▶ More to lose if/when she calls out from work
- ▶ Likely not able to establish a savings
- ▶ Creates a cycle that's difficult to escape

Make America Great again!



President Trump signed an Executive Order
that revoked the Fair Pay and Safe
Workplaces order.





Not over here!

- ▶ Philadelphia, New York City, and Massachusetts recently passed legislation that bars employers from asking job candidates about their salary history or benefits.
- ▶ Washington, DC's city council is considering a bill that would require employers to publish salary ranges.
- ▶ Congresswoman Eleanor Holmes Norton along with several House members are proposing federal legislation that prevents sharing previous salaries.



Implications of the law

- ▶ Increase of women working in traditionally male dominated fields
- ▶ Increase of women in leadership roles across male dominated fields
- ▶ Aims to end/reduce the cycle of poverty
- ▶ Aims to end discrimination against women and minorities