



# Health Impact Assessment: Gender Pay Inequity

## Fast Facts:

**Women in Michigan earn only 71.9% of what men earn, compared to 77% nationally.**

**Compared to the average white male's salary in MI, African American women earn just 64.6%, and Hispanic women earn only 59%.**

**Women get paid less for equal work.**

Full-time:	Men	Women
Nurses	\$41,091	\$36,997
Janitors	\$27,330	\$20,356
Child Care Workers	\$24,451	\$17,979

**32% of women in MI are single mothers, the sole provider for their families. Single mother families make up 42.7% of all families living in poverty in MI.**

**15% of MI women are uninsured and thus have to make choices between getting health care and feeding their families. Of the working poor, 53% are uninsured.**

**Imagine what could change if the wage gap were eliminated!**

## Gender Pay Inequity

Pay equity is commonly referred to as “equal pay for equal work.” Pay equity establishes that, regardless of sex or race, people doing the same jobs will receive the same pay. Under federal law, the Equal Pay Act of 1963 also defines pay equity as the right to equal pay. Michigan’s Elliot-Larsen Civil Rights Act covers this right as well.

These definitions of pay equity, however, have not successfully accomplished the goal of making women’s pay equal to

men’s pay. Therefore, Michigan legislators have introduced bills to address the lack of pay equity in the state.

Statistics show that despite women’s advancement in the types of jobs pursued and the level of education attained, they are still earning less than their male counterparts. The impact of this pay inequity goes beyond economic, with far-reaching consequences for the health of our families.

## Health Impacts

Some of the initial findings include:

- Income impacts health, especially premature mortality and longevity.
- There are direct correlations between income and stress, and income-related stress impacts parenting behaviors.
- Stress in low-income women (especially minorities) is related to poor maternal child health outcomes.

Equal pay policies may:

- Result in healthier women, children, and families.
- Decrease stress and associated health issues.
- Enable women to save for retirement, leading to better health outcomes for them and their dependents.
- Enable poor women to increase health care access, use the emergency room less, and improve health. This decreases costs for all.

**Get Involved: See the back for more information on how you can help now.**

## What is Health Impact Assessment?

Health Impact Assessment (HIA) is a research and engagement methodology used to predict the future health impacts of policies and projects in order to inform the decision-making process. HIA brings together evidence for decision makers to understand how public decisions on projects, plans or policies affect health, where health is broadly defined as a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.

# Michigan has the 43rd worst earnings ratio between men and women in the United States.

## How You Can Help

Both republicans and democrats in Michigan have recognized that infant mortality rates are a vital measure of the health of a community. We believe this long standing commitment to insuring better health outcomes for children will drive bipartisan support for insuring that women are paid equal to their male counterpart.



Have you been affected by unfair gender pay policies?

Share your story.

Help spread the news.

Share this fact sheet with a friend, relative or coworker.

Talk to your legislator.

Tell them you would like to see Gender Pay Equity policies introduced this year.

## More About the Partners

**Wayne County Department of Public Health** has a mission to serve the public health interests of County residents by continual evaluation of community-wide health needs and environmental conditions, by development of comprehensive personal and environmental health policies to prevent disease and prolong life, and by the continual improvement of services to assure a better quality of life.

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**Place Matters** is a national initiative of the Joint Center for Political and Economic Studies, Health Policy Institute designed to improve the health of participating communities by addressing social conditions that lead to poor health. Wayne County is party of the national learning community that consists of 16 Joint Center Place

Matters Teams responsible for designing and implementing health strategies for residents in 21 counties and 3 cities.

**Website: [jointcenter.org/hpi](http://jointcenter.org/hpi)**

**Human Impact Partners** is the only organization in the United States focused on capacity building for Health Impact Assessments—offering policymakers, project leaders, public agencies, community groups and advocacy organizations the support they need to conduct HIAs and use the results to make informed choices.

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**American Association of University Women** advances equity for women and girls through advocacy, education, philanthropy, and research.

**Website: [www.aauw.org](http://www.aauw.org)**

**MOSES**, a group of diverse congregations, organizes communities, develops leaders, and builds relationships to advocate for social justice.

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**Mothering Justice** is an organization dedicated to increasing involvement of mothers in the political process around issues of financial security for themselves and their families. By focusing on advocacy, training, and increasing civic participation of women with children, Mothering Justice increases involvement in the law making process and hopes to create a better Michigan for all.

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