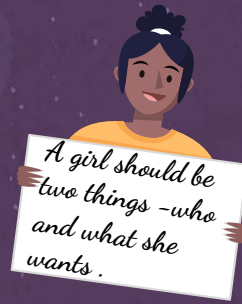


- Team Achievers -

Girls!!



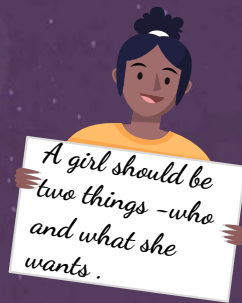


LEAN IN

WOMEN, WORK, AND
THE WILL TO LEAD

SHERYL SANDBERG

THE INTERNATIONAL BESTSELLER



Even the activist Marlo Thomas has made a comment on Equal Pay Day 2011: "40 years for 18 cents. Even a dozen of eggs had gone up 10 times that amount."

hear ne



Team members



Ngoc Nguyen



Prerana Gubbi Prabhakar



Salwa Mazhar



Pooja MVN

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Challenge, Mission,
Foresight

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PINK TANK '23



Challenge

Locating gender-based salary data sources and proposing innovative solutions for businesses to implement fair and equitable pay practices.



Mission

Providing innovative solutions for fair and equitable salary practices through teamwork and imagination.



Foresight

Women hold up half the sky.

New York City, NY

TEACHER

comparative government.

SALARY TRANSPARENT STREET



According to National Public Radio (NPR), In 2022

“women earned an average of 82% of what men earned.”



02

Data Analysis & Findings





Data Analysis



Florida State

- Education
- Sectors
- Hiring vs Earning

United States

- Employment Turnover between States
- State VS State

Data Source :

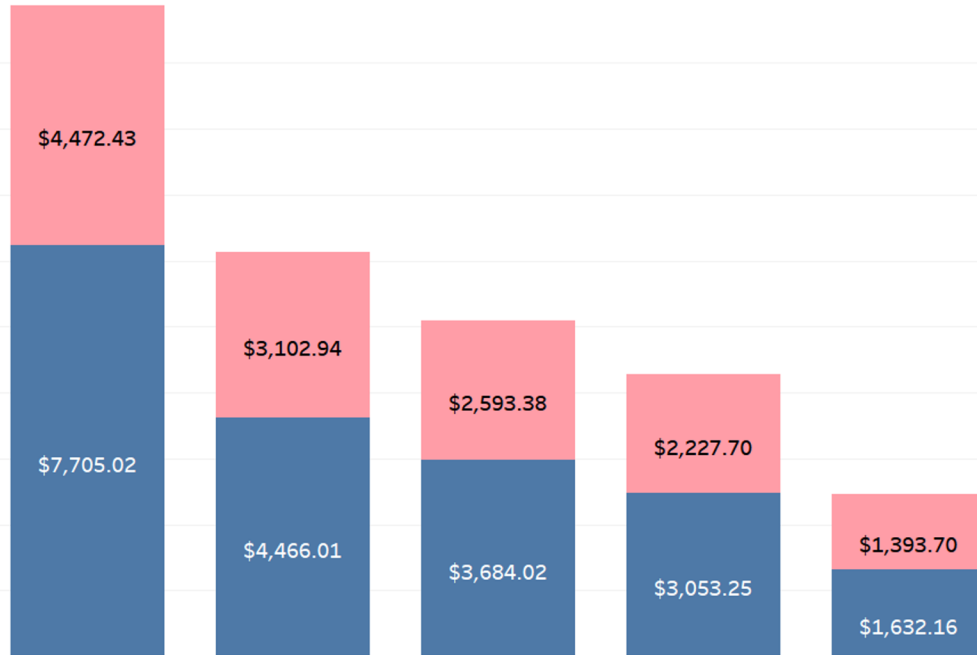
U.S. Census Bureau(Govt agency) - the U.S. Department of Labor's Employment and Training Administration, and the State Workforce Agencies.

Website link:

<https://qwiexplorer.ces.census.gov/#x=0&g=0>

Educational Analysis

AVG. Earnings



Bachelor's degree or higher Some college or Associate's degree High school or equivalent Less than high school Unknown

What is the Gender Pay Gap and is it real?

- *Economic Policy Institute* -

- Women are paid less than similarly educated men at every level.

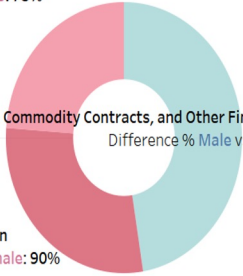
Sector Analysis

Top 3 sector with highest earning difference

Professional, Scientific, and Technical Services
Difference % Male vs Female: 75%

Securities, Commodity Contracts, and Other Financial Investments and Related Activities
Difference % Male vs Female: 149%

Air Transportation
Difference % Male vs Female: 90%

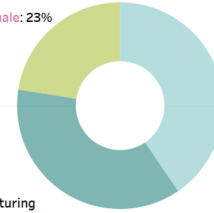


Top 3 sector with lowest earning difference

Hospitals
Difference % Male vs Female: 23%

Educational Services
Difference % Male vs Female: 41%

Chemical Manufacturing
Difference % Male vs Female: 38%



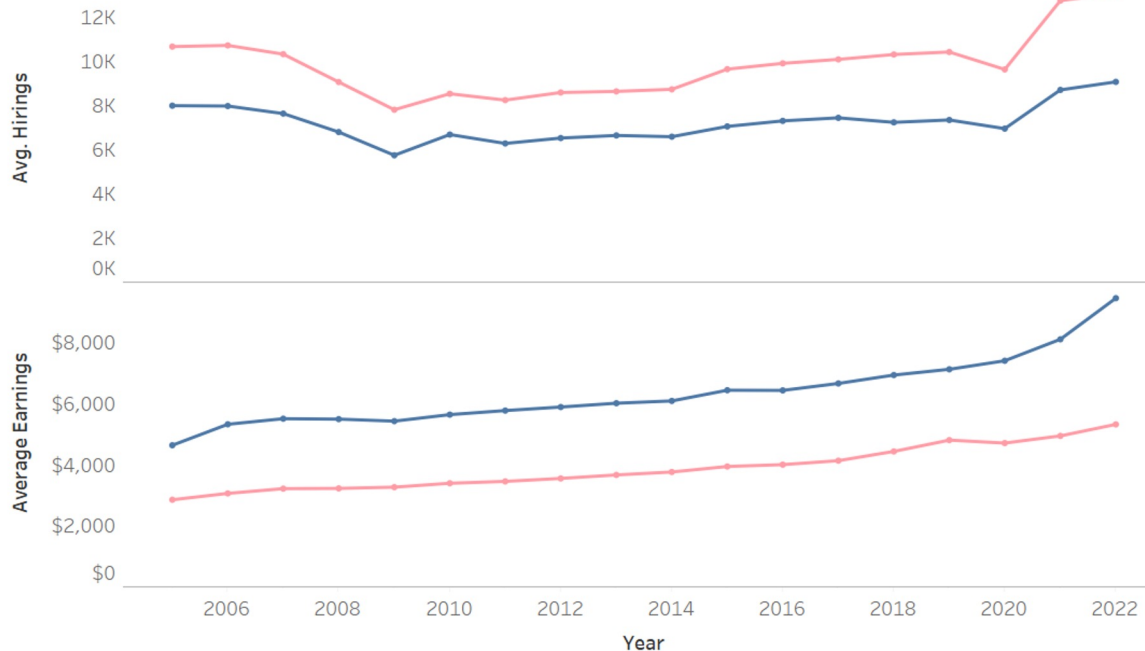
**As women take over a male-dominated field,
the Pay drops.**

-New York Times-

- As more women entered design and biology fields, wages fell by 34% and 18% points.

Hiring Analysis

Hiring vs. Earnings

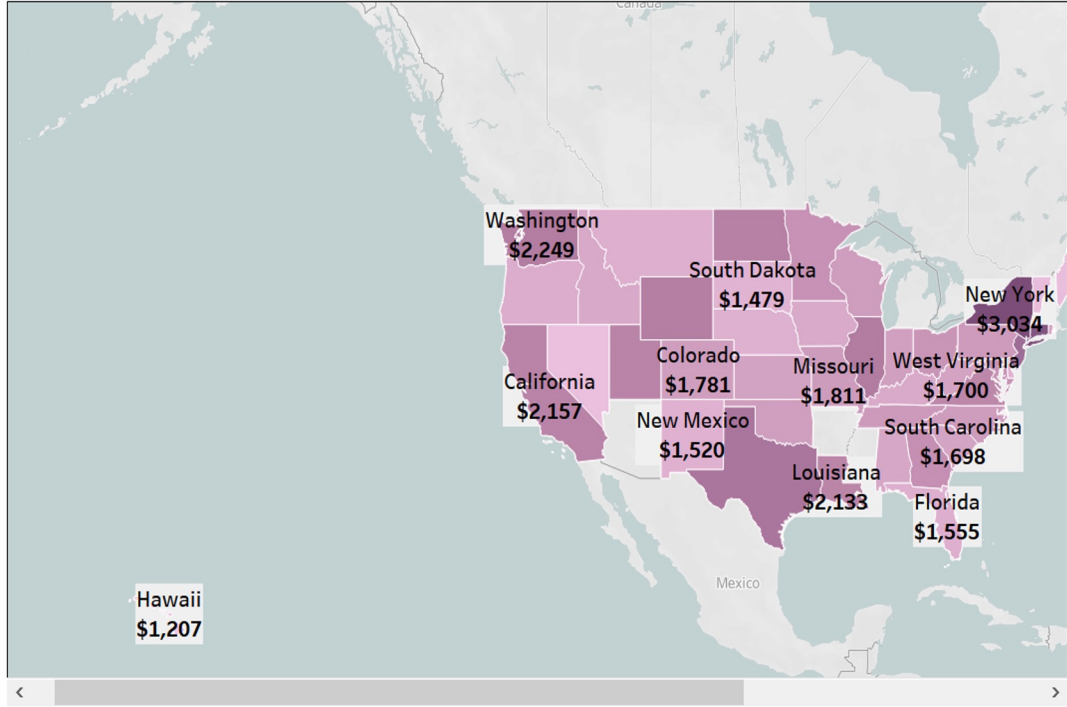


**Women Are Getting
Job Offers More Than
Man, But There's a
Catch.**

- *CNBC Article* -
- Women were offered an average of 7% less than men for the same job.

States Analysis

Pay gap difference between states.



SUM(Gap)

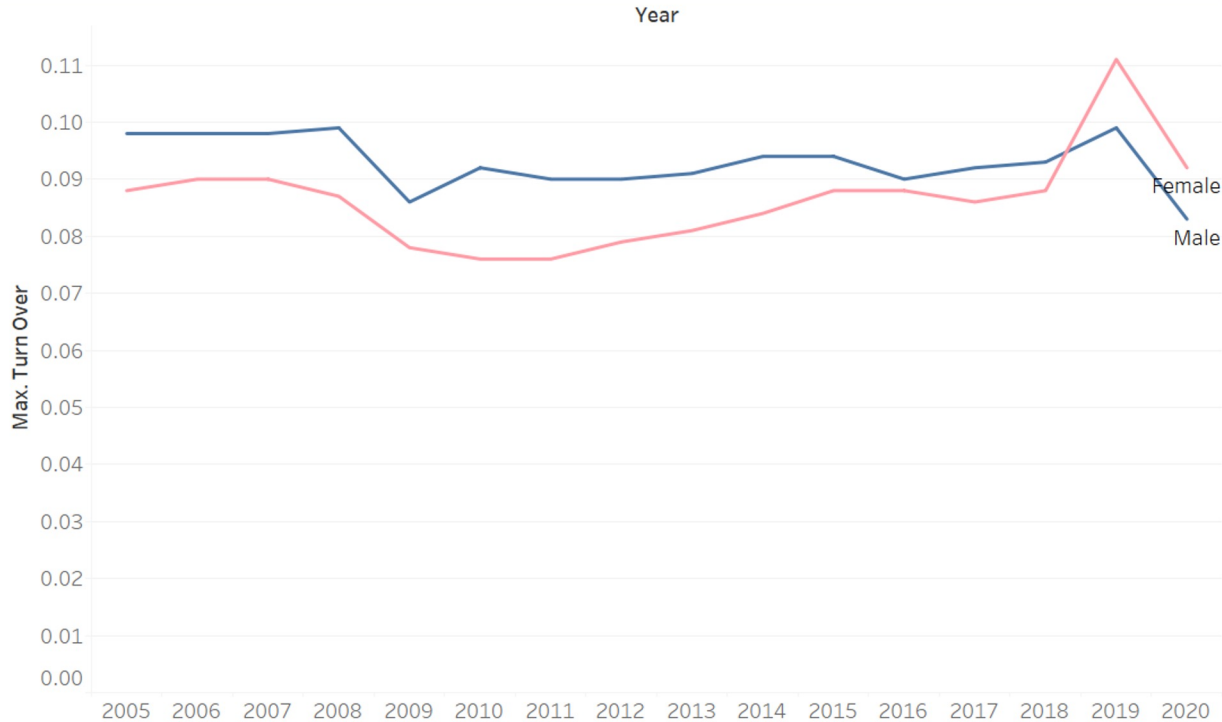
1,207

3,034

New York has the highest gender pay difference, while Hawaii has the least.

Turnover Analysis

Employment TurnOver by Gender



**Closing Pay Gaps
is More Important
Than Ever**

- *United Nations* -
- **Women hardest hit:
worst affected by the
COVID-19 pandemic.**



03

Conclusions



Based on our analysis and research, we have concluded that the gender pay gap persists because:



04

Big Picture Solutions

- Transparency in salary data
- Audit
- Standardize job offers



Transparency in salary data



Require companies to publish gender pay gap data annually.



Reasons



- Show awareness to women.
- Confidence when negotiating.
- Openly discussing salary and benefits.

Audits



Conduct regular salary audits: Regular salary audits can help company identify and eliminate gender pay gaps.



Reasons

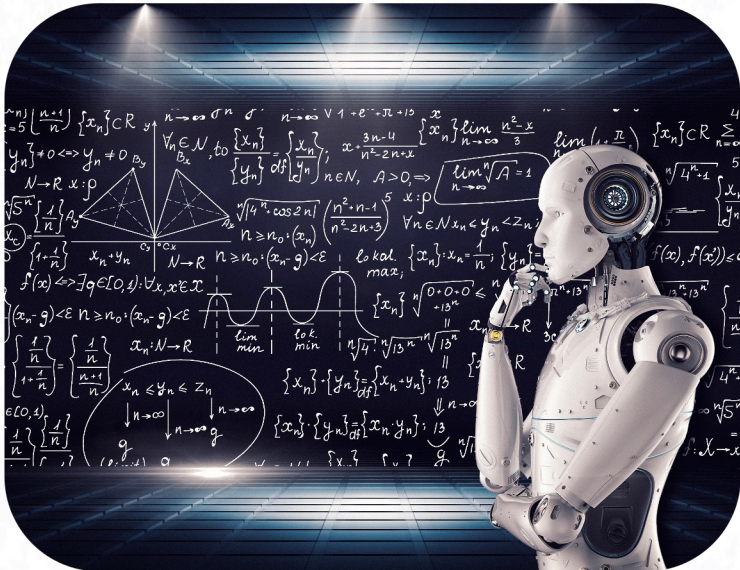


- Establish a government or private agency.
- Establish mandatory publication of companies gender pay gap annually.
- Give tax incentive for company offer equal pay.

Standardize job offers



Implement a point-based systems for determining starting salaries and raises.



Reasons



- AI algorithms.
- Fair play based solely.
- The same education and skill will be compensated equally without the bias of gender.

05 *Small scale Solutions*

As a team, we have
created a small-
scale solution
through
EmpowerHer
Negotiations

Ms. Vivian Dang

Founder of The V Language



Would you think that having
an platform where women can coach each other
and exchange on their experiences would be useful and
help to tackle this gap?



EMPOWERHER NEGOTIATIONS

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A photograph of four diverse women in professional attire, smiling and looking towards the camera. The image is overlaid with a semi-transparent white filter.

ABOUT US

 Let's Chat!



Social Media and Professional Networking Platforms



- Engage with influencers
- Target audience
- Increase brand visibility
- Give room for discussions



- More Personal form of communication
- Showcase expertise
- Convert listeners into



- Professional Networking
- Collaboration opportunities
- Access to talent

Summary

- EmpowerHer Negotiations and our other solutions will benefit women by helping to close the gender pay gap and empower them to negotiate their salaries effectively.
- These solutions will also benefit companies by creating a more transparent and equitable workplace culture.
- Our solutions aim to create a more fair and just society by addressing gender pay inequality and promoting diversity and inclusion in the workplace.



*"We cannot all succeed when
half of us are held back."*

- Malala Yousafzai -

*Thank
You!*

Any Questions?





ABOUT US

Let's Chat!

Our community includes a network of passionate influencers in STEM industries, who provide exclusive content and resources on salary negotiation and career development. In addition, our transparency forum fosters engagement and discussion among our followers on issues related to gender pay gaps and workplace inequality.

EmpowerHer Negotiations is a non-profit organization committed to empowering women in STEM industries. Our goal is to close the gender pay gap by providing resources, coaching, and community support to help women negotiate their salaries effectively.

EmpowerHer Negotiations is a non-profit organization dedicated to empowering women in STEM industries to negotiate their salaries effectively and close the gender pay gap. Our team of experienced coaches and mentors provide personalized coaching, mentorship programs, educational resources, and regular events and webinars focused on salary negotiation and career development.

But we don't stop there. We're committed to creating meaningful and trustworthy content for influencers and providing a transparency forum for our community to share their experiences and insights. Our mission is to empower women to confidently advocate for their worth, contribute to the elimination of the gender pay gap, and inspire future generations of women in STEM.

Here's what one of our satisfied clients had to say about their experience with EmpowerHer Negotiations:

"EmpowerHer Negotiations was exactly what I needed to gain the confidence and skills to negotiate a fair salary. Thanks to their help, I was able to increase my salary by 20% and feel more confident in my worth as a woman in STEM." - Sarah, Software Engineer

Join our community of women who are passionate about changing the world, one negotiation at a time.

Let's Chat!

How Can We Help



Our personalized coaching services are designed to help women develop the skills and confidence they need to negotiate their salaries effectively.

Salary Negotiation Coaching

[Read More](#)



Our mentorship program connects women with experienced mentors in their field who can provide guidance on career advancement and offer support and advice.

Mentorship Programs

[Read More](#)



Are you an influencer in the STEM industry looking to make a positive impact and empower women? We want to collaborate with you! Our team of experienced coaches and mentors will work with you to create engaging and informative content focused on negotiation, career development, and closing the gender pay gap. By joining forces, we can help inspire and empower women in STEM industries to negotiate for what they're worth and achieve their career goals.

Influencer Content Collaboration

[Read More](#)



Our Transparency Forum provides a safe and supportive space for women in STEM industries to share their salary negotiation experiences and learn from others. Through this forum, women can gain valuable insights into salary ranges and negotiate effectively to close the gender pay gap.

Transparency Forum

[Read More](#)

Our Services



Salary negotiation coaching

30 min

[Book Now](#)



Career advancement mentorship

30 min

[Book Now](#)



Events and webinars

1 hr

[Book Now](#)



Influencer Network

30 min

[Book Now](#)

Empowering STEM Influencers

Are you an influencer in the STEM field looking to take your content to the next level and provide valuable guidance to your followers? Empowering STEM Influencers provides the resources, guidance, and support you need to create high-quality content, develop your career, and advance your career, this page has

Salary Negotiation



Salary negotiation can be a daunting task, but it's an essential part of advancing your career and helping your followers do the same. This section provides resources and guidance for researching market rates, crafting a compelling pitch, and handling negotiations like a pro. By mastering these skills, you can help your followers negotiate their worth

Content Creation



To create content that resonates with your followers and helps them develop their skills, it's important to focus on delivering value in a way that's engaging and easy to understand. This section provides tips and strategies for finding your niche, creating a content strategy, and engaging with your audience.


Career Development



As an influencer, it's important to stay up to date with the latest trends and skills in STEM industries so that you can provide valuable guidance to your followers. This section provides tips and strategies for learning new skills, as well as recommendations for free or low-cost courses and workshops. Additionally, you'll find resources for finding job openings and networking with industry professionals




Create New Post

- 


Salary Information Exchange
Share your salary information, experiences, and ...

0 3

Follow
- 


Career Advancement and Develop
Share tips and resources on career advancement...

0 0

Follow
- 


Influencer Hub
A dedicated space for influencers to connect, co...

0 0

Follow
- 

Success Stories
Your story can inspire others to keep pushing for...

0 0

Follow
- 

Q&A
Don't hesitate to ask for advice or share your ex...

0 0

Follow