

# The Status Quo Comes at a Cost

*We've come a long way since 1999, but we can't stop now.*

	1999	Current Data (2021-2023)	If current trends continue, in 23 years...
<b>Child Care</b> <small>(NYS Office of Children and Family Services, 1999; 2022)</small>	In Erie County, the cost of infant center-based child care was <b>\$7,800</b> per year (13% of median family income, family of 4).	In Erie County, the cost of infant center-based child care is <b>\$17,680</b> per year (14% of median family income, family of 4).	In Erie County, the cost of infant center-based child care will be <b>\$40,075</b> per year (16% of median family income, family of 4).
<b>Poverty</b> <small>(Bureau of Labor Statistics, 2001; 2021)</small>	In 1999, the poverty rate for working women was <b>5.9%</b> compared to 4.4% for men.	In 2021, the poverty rate for working women was <b>4.5 %</b> compared to 3.7% for men.	Assuming a continued decrease by the same percentage points, the poverty rate for working women will be <b>3.1%</b> in 2043.
<b>Leadership</b> <small>(Pew Research Center, 2024)</small>	<b>0.4%</b> of Fortune 500 company CEOs were women.	<b>10.6%</b> of Fortune 500 company CEOs are women.	<b>20.8%</b> of Fortune 500 company CEOs will be women.
<b>Education</b> <small>(US Census Bureau, 2000; 2022)</small>	<b>18%</b> of women 25 and older in Buffalo had at least a bachelor's degree, compared to <b>19%</b> of men.	<b>31%</b> of women 25 and older in Buffalo have at least a bachelor's degree, compared to <b>29%</b> of men.	Approximately <b>53%</b> of women 25 and older in Buffalo will have at least their bachelor's degree, compared to <b>45%</b> of men.
<b>Occupational Segregation</b> <small>(US Census Bureau, 2023)</small>	<b>26%</b> of lawyers were women and earned <b>74%</b> of what male lawyers earned.	<b>39%</b> of lawyers are women and earn <b>80%</b> of what male lawyers earn.	<b>52%</b> of lawyers will be women and will earn <b>87%</b> of what male lawyers earn.
<b>Pay Gap</b> <small>(US Census Bureau, 2024)</small>	Women earned <b>≈75</b> cents for every dollar a man earned.	Women earn <b>≈84</b> cents for every dollar a man earns.	Women will earn <b>≈90</b> cents for every dollar a man earns.

# Analysis and Call to Action

<b>Child Care</b>	<p>If current trends continue at the same rate, a million women will be kept out of the workforce due to a lack of child care.</p> <p><b>Write or call your NYS legislators today to advocate for universal child care!</b></p> <p>(House et al., 2022)</p>
<b>Poverty</b>	<p>If current trends persist, women will continue to be disproportionately represented in low-wage jobs that are undervalued and underpaid. In NYS in 2021, women constituted 63% of the low-paid workforce, and 15% of them lived in poverty.</p> <p><b>Advocate for fair wages and support education and job training programs!</b></p> <p>(National Women's Law Center, 2023)</p>
<b>Leadership</b>	<p>If current trends hold, women will continue to be underrepresented in leadership positions. Only 87 women are promoted from entry-level positions to manager for every 100 men promoted.</p> <p><b>Empower, mentor, and sponsor aspiring leaders!</b></p> <p>(Field et al., 2023)</p>
<b>Education</b>	<p>If current trends persist at the same pace, the impact of educational attainment on women's employment status and earnings will remain significant. Generally, women must earn one additional degree in order to be paid the same wages as a man with less education.</p> <p><b>Support initiatives that provide women with supportive quality education!</b></p> <p>(U.S. Census Bureau, 2022)</p>
<b>Occupational Segregation</b>	<p>If the present trajectory remains unchanged, occupational segregation will persist as one of the primary causes of the pay gap. Even as women's representation in higher paying occupations has grown, they are still paid less than their male counterparts.</p> <p><b>Compel employers to implement diversity and inclusion initiatives with specific intersectional gender equity priorities!</b></p> <p>(Bureau of Labor Statistics, 2023)</p>
<b>Pay Gap</b>	<p>The gender wage gap translates to an annual loss of approximately \$9,990 for the typical woman working full-time, year-round. For every dollar paid to a non-Hispanic, white man, Black women are paid 69 cents, Native American women are paid 59 cents, and Latina women are paid 57 cents, translating to annual losses of \$22,120, \$28,747, and \$30,450, respectively.</p> <p><b>Hold employers accountable for adhering to NYS salary transparency and history laws!</b></p> <p>(National Women's Law Center, 2024)</p>