



10 Ways YOU Can Support Equal Pay For Women

1. Find out what the federal, state, and local laws are regarding *Equal Pay*.
2. Keep track of what your skills are worth in the current marketplace.
3. Use this knowledge to prepare to negotiate your salary *before* you interview.
4. Take 24 hours after an offer is made to assess the value of the compensation.
5. Understand the company's salary review policies and promotion procedures so you can use them to your advantage.
6. Ask other women for advice on how to get a raise or promotion and help them in return.
7. Support legislation that supports *Equal Pay*.
8. Join organizations that further your aspirations and those of your peers.
9. Vote for political candidates who make women's equality part of their platform.
10. Realize that your starting salary determines raises if you stay, salaries elsewhere if you leave, pension and social security payments, and your family's security now and in the future.



Equal Pay Isn't Only Fair - It's the Law!

Throughout the United States of America

The U.S. Equal Employment Opportunity Commission (EEOC) enforces the federal Equal Pay Act. Under the federal law, men and women in the same workplace are to receive equal pay for equal work. The jobs need not be identical, but they must be substantially equal. All forms of pay and benefits are covered by this law. For more information, visit www.eeoc.gov/laws/types/equalcompensation.cfm or contact EEOC's Chicago District Office at 1-800-669-4000 or www.eeoc.gov/field/chicago/.

In Illinois

The Illinois Department of Labor enforces the Illinois Equal Pay Act. Under the Illinois law, men and women are to receive equal pay for performing the same or substantially similar work for the same employer, in the same county.

The identity of employees filing an equal pay complaint will be kept confidential with the Department. For more information, visit www.state.il.us/agency/idol/laws/Law93006.htm or call 1-866-372-4365.

And city, county and state laws protect you against discrimination as well

You can file charges against discrimination resulting in unequal pay with the Chicago Commission on Human Relations (www.cityofchicago.org/humanrelations), the Cook County Commission on Human Rights (www.cookcountyl.gov) and the Illinois Department of Human Rights (www.illinois.gov/dhr)

All of these Organizations Support Equal Pay for Women

AAUW Chicago, Inc. Illinois - www.aauw-il.org/chicago
 AAUW—Chicago Loop Branch - www.chicagoloop-il.aauw.net
 AAUW-IL, Inc. - www.aauw-il.org
 Chicago Commission on Human Relations - www.cityofchicago.org/humanrelations
 Chicago Chapter of NOW - www.chicagonow.org
 Chicago American Service League - www.casl.org
 Chicago Coalition for Labor Union Women - www.cluw.org
 Chicago Foundation for Women - www.cfw.org
 Chicago Women in Trades - www.chicagowomenintrade.org
 Cook County Commissions on Human Rights and Women's Issues - www.cookcountyl.gov
 Dominican University Domestic Abuse Stops Here - www.du.edu/dhs
 Enterprising and Professional Women – USA - www.epw-usa.org
 U.S. Equal Employment Opportunity Commission - www.eeoc.gov
 Illinois Department of Human Rights - www.illinois.gov/dhr

Illinois Department of Labor - www.state.il.us/agency/idol
 Illinois Federation of Business Women's Clubs - www.ifbwc.org
 IULAC of Illinois - www.iulac.org
 Mujeres Latinas en Accion - www.muiereslatinasenaccion.org
 National Employment Lawyers Assoc. (NELA) – IL Chapter - www.nela-illinois.org
 North Northwest Suburban IL NOW - [Visit their Facebook Page](http://www.visittheirfacebookpage.com)
 Restaurant Opportunities Center (ROC) Chicago - www.rocunited.org
 Sargent Shriver Natl. Center on Poverty Law - www.povertylaw.org
 UN Women Chicago Metropolitan Chapter - www.unwomen-usnc.org/chapchi
 Women's Bar Association of Illinois - www.wballinois.org
 Women's Bureau, U.S. Dept. of Labor - www.dol.gov/wb
 Women's Center / DePaul University
 Women Employed - www.womenemployed.org
 YWCA Metropolitan Chicago - www.ywcachicago.org



Find out More about the Equal Pay Movement



Recommended Reading

Here are some intriguing and inspiring books to help you get the compensation you deserve.

Getting Even: Why Women Don't Get Paid Like Men-And What to Do About It.

by Evelyn Murphy and E.J. Graff

The bible for the WAGE project, written by the political and corporate leader who has been leading the way for equal pay for five decades.

Grace and Grit: My Fight for Equal Pay and Fairness at Goodyear and Beyond

by Lily Ledbetter and Lanier Scott Isom

The true story of the woman and the case that inspired the Lilly Ledbetter Fair Pay Act.



Visit the [Chicago Equal Pay Movement Facebook page](#)

Read about the latest events supporting equal pay and connect with others concerned about this issue.

Demand legislators and other political leaders support Equal Pay!

Find out how to reach political leaders and express your views on the *Chicago Equal Pay Movement* Facebook page.



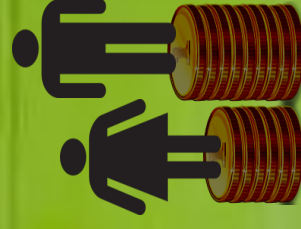
Equal Pay

Tool Kit

Equal Pay Day Rally



**Cook County
Department of
Human Rights &
Women's Issues**



**April 17, 2012, Noon
Daley Plaza, Chicago, IL**