

Civic Minds

Date: Friday, October 9, 2015

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Article Title: Equal pay: California tackles gap between genders

Section: Main, A1

Vocabulary:

Look up the definition of **pervasive**. Please write the definition and create a new sentence, using your own words.

“Yet women, especially women of color and mothers, continue to lose precious income to a **pervasive**, gender-based wage gap.”

Comprehension Questions

1. RICHMOND, Calif. — Gov. Jerry Brown on Tuesday signed a bill aimed at eliminating what?
2. The measure was introduced by Democratic state Sen. Hannah-Beth Jackson in response to what?
3. What does the California Fair Pay Act entail?
4. The new law, which takes effect Jan. 1, also allows employees to do what?
5. An employer sued by a worker would have to show what?
6. The bill’s supporters cited the wage gap identified in an analysis of U.S. Census data by the National Partnership for Women & Families, a Washington, D.C.-based, nonprofit advocacy group for workplace fairness. What did this group find?
7. Last year, the Seattle City Council launched its own citywide effort to work toward pay equity. How?
8. California’s bill was introduced just days after what incident happened?
9. Women are the breadwinners in _____ of families with children in California, according to Jennifer Reisch, legal director for Equal Rights Advocates.
10. “Yet women, especially women of color and mothers, continue to lose precious income to a pervasive, gender-based wage gap,” Reisch said. “How will SB 358 strengthen California’s equal pay laws?”

Class Discussion Questions and Essay Prompts:

- ***Do you believe that most men are paid more than women for the same job? Why or why not? Where do you get your background knowledge on this issue?***
- ***Have you ever heard your parents talk about this issue? What did they say? Ask them about it when you get home.***
- ***Are teachers paid more than others? What increases their salary on the salary scale? What other government or state agencies have a universal salary scale for all employees?***
- ***What skills should require higher pay; whether you’re a male or female employee?***
- ***If you were a hiring manager, what kind of person would you want working on your team? Would you pay a higher salary for more qualified applicants? Why or why not?***
- ***Why is this shift taking place now?***

“Equal pay isn’t just the right thing for women, it’s the right thing for our economy and for California,” Jackson said. “Families rely on women’s income more than ever before. Because of the wage gap, our state and families are missing out on \$33.6 billion a year.”

- Do you agree or disagree with the above statement? Why?

Supporters said the benefit should help the city narrow its pay gap between genders because women often lose ground when they have children.

- Why does this happen? Why do women lose ground when they have children? What are some factors that prove this is happening?

Essay

Is gender pay equity important in today’s society? Why or why not? Give details to support your argument.

Newspaper-related CBA activity: U.S. Policy

How the United States government interacts with the world affects people across the globe. Analyze and evaluate the causes and effects of US foreign policy on people in the United States and across the world.

- Using The Seattle Times e-Edition, find an article from this week that deals with world politics or foreign policy.
- What are the main points of view from someone living in that particular country? How is that “view” similar and different than your own opinion, regarding the specific issue the article is discussing?
- Why is it important to study and learn about foreign policy? How does it help you understand the world we live in, using current issues and events?

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