Despite the Equal Pay Act passed in 1963, across the US women are still making less than men, especially women in Utah.

<table>
<thead>
<tr>
<th>Year</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>1963</td>
<td>$1</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>$1</td>
<td></td>
</tr>
</tbody>
</table>

For every $1 men make, Utah women make 71¢.

WHY UTAH?

The gender wage gap is even bigger for non-white female workers compared to white men.

POVERTY & FEMALE HEADED HOUSEHOLDS

The wage gap can be especially detrimental for female heads of households.

Poverty rate for female-headed households with children:

- Utah: 25%
- National average: 19%
- Median household income: $51,000

HOW DOES UTAH STACK UP?

POTENTIAL WAYS TO CLOSE THE GAP

- Prioritize education, especially degree completion.
- Help women relaunch after employment breaks.
- Segregated in low-paying positions
- Not Prepared for long-term employment
- Early Marriage Age
- Largest Average household size
- Not Prepared for long-term employment
- Women Fail to Plan for Workforce Participation

Utah Values Families

Women Fail to Work for Full-time participation

Segregated in low-paying positions
Not Prepared for long-term employment

Help women relaunch after employment breaks.
Offer flexible work arrangements.
Strengthen policies to close the gap.