

Gender Coded Language & Pay Discrimination

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Question

How Does Gender Coded Language affect Pay Discrimination In The workforce Today?

The Need

- We believe that everyone should be equal
- Equal work deserve equal pay
- Understanding that ignoring the issue will only make it worse

Data Findings

We surveyed over 20 people and found an overarching theme that we saw in our observation was a disagreement on whether or not wage discrimination even exist

- **45%** of respondents answered that they have witnessed gender pay discrimination
- **100%** of Principals who responded that they have not witnessed pay discrimination
- **40%** of respondents said that on a scale on 1-5 the wage gap was at least a 3 or 4

Our Focus Questions

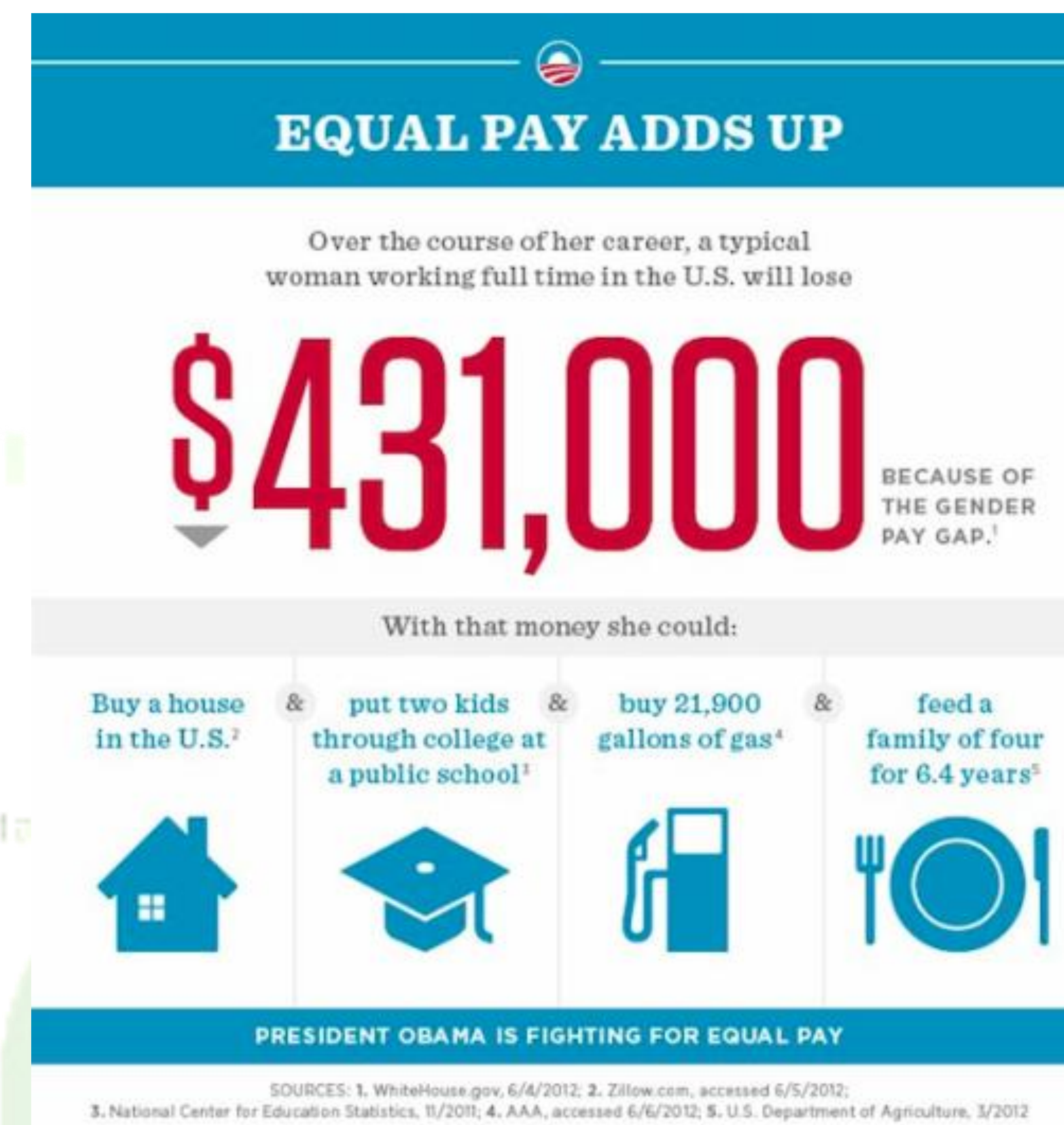
“What are things you have heard or seen regarding gender discrimination at work?”

“Women are to soft, and show no can’t discipline. Women can’t reach male students to encourage/motivate.”

- Survey Response

“One of my co-workers said that I should be working in a kitchen instead of trying to take his job”

-Survey Response



Recommendations

- Lobby to law makers to make legislation to prevent wage discrimination
- Require or incentivize companies in the private sector to make pay information transparent
- Create advocacy programs to mentor women on navigating pay in the workforce

