

I write to strongly support the passage of the Fair Pay Bill this session of the Oregon Legislature. As the title indicates, this is a matter of simple fairness. If two people are doing essentially the same work, with the same credentials, under the same conditions, for the same employer it is simply unfair that one earns more because of a difference in their genitalia. It may take a little effort to get the facts right, but this is not, as they say, rocket science. (And, speaking of rocket science, have you seen racism and sexism at play in Hidden Figures?) I know things have gotten better since then – and even since I was hired in 1983 for substantially less than an equally credentialed male colleague. But better isn't good enough.

There are real differences on average that may mean women on average will earn less than men on average (women are more likely to choose lower paying fields like education and social services; women are more likely to take significant time away from the workforce to raise children and thus lose the pay increases that come with longevity. But where there aren't such real gendered differences, there shouldn't be differences in compensation.

I thought of trying to send you more facts and figures, but I think other AAUW of Oregon members and staff will provide those.

Let me close by urging you to be as committed to gender equality as a car company. See this Audi 2017 Super Bowl commercial!!

https://www.youtube.com/watch?v=G6u10YPk_34

Sincerely yours
Mary Coombs
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