

# LOCKE LORD DIVERSITY AWARENESS

August 2019: Women's Equality Day

Every **August 26**, Women's Equality Day commemorates the passage of the 19th Amendment to the U.S. Constitution, which granted American women the right to vote after a century of protest by the suffragette movement.

## Why We Still Recognize Women's Equality Day

### ECONOMIC EMPOWERMENT

According to the U.S. Census Bureau\*, in 2018, for every \$1 a non-Hispanic, White man earned in a full-time, year-round job:

- an Asian American woman earned 85¢
- a non-Hispanic, White woman earned 77¢
- a Native Hawaiian or Pacific Islander woman earned 62¢
- an African American woman earned 61¢
- a Native woman earned 58¢
- a Latina earned 53¢

\* The U.S. Census Bureau statistics do not account for differences in occupations, positions, education, job tenure or hours worked per week, and simply look at the average earnings of all men and women who work full-time.



### POLITICAL REPRESENTATION

Women are still underrepresented in U.S. legislature today. As of 2019:

- 127 (106D, 21R) women serve in the U.S. Congress, comprising 23.7% of the 535 members
- Of the 127 women serving in Congress: 22 are African American, 13 are Latina, 8 are Asian American or Pacific Islander, 2 are Native American, 1 is Middle Eastern, and 1 is multiracial. California has sent 43 women to Congress - more than any other state
- 25 women (25%) serve in the U.S. Senate
- 102 women (23.4%) serve in the U.S. House of Representatives. Four women non-voting delegates (2D, 2R) also represent American Samoa, the District of Columbia, Puerto Rico and the Virgin Islands in the House of Representatives



### WOMEN'S EQUALITY DAY

The first woman of color elected to the U.S. Congress, Congresswoman Patsy Takemoto Mink of Hawaii, was a champion for women and all minorities. Among her myriad achievements, she co-authored the landmark Title IX Bill, which actualized opportunity in education for women and girls. Her remarks in 1984 resonate today as they did then: "[A]s we celebrate the past with Eleanor Roosevelt, and the progress women have made since her triumph of conscience, courage, and perseverance, we cannot ignore the pain and suffering that is still the daily agony of millions of our sisters...The women's agenda is not a special interest agenda. Women's rights are about fundamental justice, not only about laws and court orders, but about the way women are treated and regarded in this country, at the workplace and in the marketplace and at all levels of economic and political life."



*The heart of Locke Lord lies within our people and the many different experiences and perspectives we share. We recognize, embrace and celebrate our differences and believe we can only provide our clients with the best possible representation if we reflect the diversity of the clients and communities we serve.*

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