

Through the Labyrinth

Elizabeth Johansen
AAUW of Colorado
Public Policy Day
5 Feb 2022

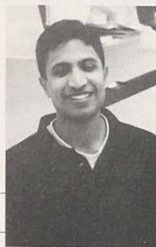


Engineering

Clive Dym



Arvind Ramanathan



David Harris



Philip Cha

Carl Baumgaertner



Mike Davarpanah



Ziyad Duron



Harry Williams

Patrick Little



Ruye Wang



John Molinder

Donald Remer



**HARVEY
MUDD
COLLEGE**



CC BY SA 4.0 Kevin Kosbab feeddog.blogspot.com

IDS.A

INDUSTRIAL DESIGNERS SOCIETY OF AMERICA

Eli Lilly HumatroPen 6mg, 12mg, 24mg



CC BY SA 4.0 Casey parttimewheeler.blogspot.com



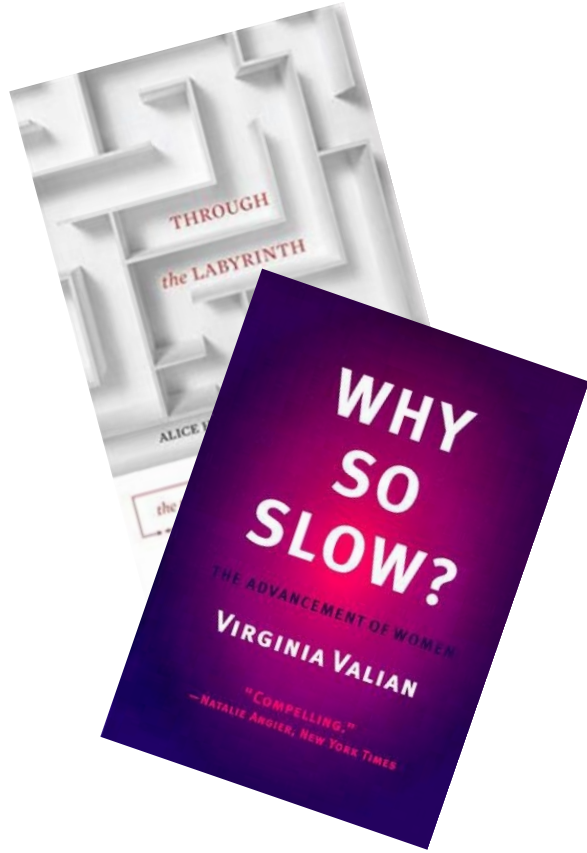
Eli Lilly Kwikpen Insulin Injector CC BY 2.0 2C2K Photography on flickr.com

Silver

Medical & Scientific Products

2010

<https://www.idsa.org/>



“Any single instance of bias is likely to be tiny, and someone might say, you’re making a mountain out of a molehill. **But mountains are molehills piled one on top of the other.**”

— Dr. Virginia Valian, Why So Slow?



My Financial Loss at IDEO

3% lower pay than the average white male at the same level, every year 2006 - 2009

\$20k estimated loss of income 2001 - 2009

\$800k loss in retirement savings by age 65
(2x the average American retirement savings)

Estimated Budget to Achieve Pay Equity at a \$100M Professional Services Firm

SHRM Data

 **5%** pay equity deficit for 50% of 500 employees

= **\$1M** annually

= **8%** of **\$15M** annual profits - or -

= **11%** of annual partner salary budget

As of 2021, IDEO Employees are Still Struggling for Pay Equity

PayDEO FAQs

What/Who is PayDEO?

PayDEO is advocating for full pay/salary transparency at IDEO, to build trust, solidarity, and accountability within the organization. We are looking to challenge and unpack the myths, taboos, and perceived realities when it comes to pay/salary at IDEO. PayDEO is supported by IDEO current employees and alumni who hope to invite change around pay transparency at IDEO. We are not gatekeepers.



LIGHTING FOR SAFE SURGERY



Photo CC BY-SA 4.0 Lifebox

Spark
Health
Design



Jana Care

DIAGNOSTICS FOR CHRONIC DISEASE



Photo © Jana Care 2019



design that matters

INNOVATION FOR SOCIAL ENTERPRISE

COVID-19 OPEN-SOURCE FACE SHIELD



Photo CC BY-SA 4.0 Design that Matters



GH+
Labs



Healthcare®

OXYGEN THERAPY FOR PNEUMONIA



CC BY-SA 4.0 Center for Public Health and Development



OXYGEN
FOR LIFE



CENTER FOR
PUBLIC HEALTH &
DEVELOPMENT



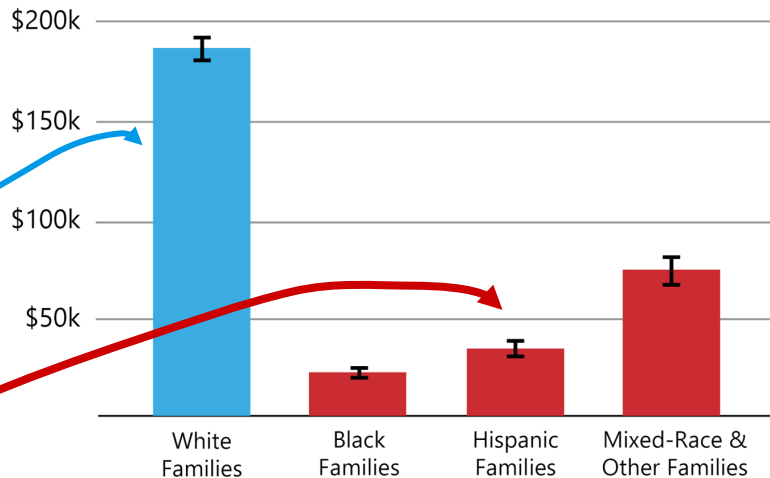
CLINTON
HEALTH ACCESS
INITIATIVE

The Staggering Wealth Gap in America

Me & my white family

People of Color in
America

White families had higher median wealth than Black, Hispanic, and other or mixed-race families in the U.S. in 2019.



Graphic CC BY-SA 4.0 Elizabeth Johansen <http://creativecommons.org/licenses/by-sa/4.0/>.
Source Data: U.S. Federal Reserve Board, 2019 Survey of Consumer Finances, <https://www.federalreserve.gov/econres/notes/feds-notes/disparities-in-wealth-by-race-and-ethnicity-in-the-2019-survey-of-consumer-finances-20200928.htm>.



“As I was building my career in finance, I kept finding myself becoming the repeated victim of racism in the workplace. **Modern day racism is not overt, it's covert.** It's hidden and much much harder to prove.”

— Jacquie Abram, Best-Selling Author, Hush Money

MISSION & ACTION

AAUW's newsletter



Image by Clarke Sanders for Unsplash

SYSTEMIC RACISM AND THE PAY GAP

A supplement to AAUW's [Simple Truth report](#) examines how decades of systemic racism—including discriminatory employment practices, inadequate legal protections and persistent stereotypes—have contributed to a gender pay gap that remains far wider for women of color than for white women.

As we mark Black Women's Equal Pay Day on August 3, the analysis provides excellent insight on the challenges Black women face in the fight for equity. Consider that:

- Over a 40-year career, Black women lose almost \$1 million to the wage gap.

- Over a 40-year career, Black women lose almost \$1 million to the wage gap.

Intersectional Pay Equity: Race & Gender

Call for **#IntersectionalPayEquity** on Equal Pay Day, instead of gender pay equity. Employers have data on race & gender, and **racial pay inequity is the greater injustice**, but employers are only looking at gender.

**IT'S TIME TO PASS
THE PAYCHECK
FAIRNESS
ACT.**

#PaycheckFairness

Where is **racial
pay equity** in
the Paycheck
Fairness Act?

AFL-CIO

<https://actionnetwork.org/letters/tell-your-representative-support-the-paycheck-fairness-act?source=website>

Encourage more intersectional **Equal Pay Days** — Men of color, LGBTQIA+ people, and people with disabilities.



**Next action: Tell Your U.S.
Senators to Support the
Equality Act!**

<https://act.hrc.org/page/76832/action/1?locale=en-US>

Through the Labyrinth

Elizabeth Johansen
AAUW of Colorado
Public Policy Day
5 Feb 2022



Contact me: <https://www.linkedin.com/in/elizabethjohansen/>
Read more at: <https://medium.com/surviving-ideo>