



WOMEN OF COLOR
in Fundraising and Philanthropy

83

CENTS

Is Not Enough The Sector Better Have Our Money

\$0.83 is what women in the U.S. who **work full time** are paid for **every dollar** paid to men.

This number decreases even more for women of color:

63 CENTS For **Black** women

For **Native** women 60 CENTS

55 CENTS For **Latinx** women

For **Asian*** women 87 CENTS

*AAPI communities are not a monolith and equity rates differ among ethnic groups, resulting in varying Equal Pay Days.

Last year, the WOC at Work: Job Board was a leader in changing the game.

To post a job to the board, a salary range or approximation was required for completion, in order to share the opportunity to the hundreds of women of color who view the Job Board daily.

1,300+

JOBS LISTED WITH SALARIES/SALARY RANGES

“... what we know for sure is that the nonprofit sector which endeavors to create a more just and equitable society cannot accomplish this work off the backs of underpaid professionals.”

—Yolanda F. Johnson, Founder of Women of Color in Fundraising and Philanthropy (WOC)®

On Jan. 15, 2022, **New York City** followed eight other jurisdictions that require some salary disclosure.



CALIFORNIA

Must provide salary information post-first-interview or on first request.



COLORADO

Requires including salary information in job postings for new hires, promotions, and transfers.



CONNECTICUT

Must provide the wage range to external candidates at offer, when an employee changes role, or on first request.



MARYLAND

Must provide salary information on first request.



OHIO

In Cleveland and Toledo- must provide salary information after conditional offer of employment.



NEVADA

Must provide salary information to external applicants post-interview, and to current employees interviewing for new roles.



RHODE ISLAND

Scale information to new hires, when an employee changes role, or on first request.



WASHINGTON

Must provide must provide the pay scale to both external candidates and internal employees but only upon request after initial offer.

Source: PowHer NY, EqualPaydayToday and Bloomberg Law
Image Reference: Nations Online Project

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