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March 23, 2021

U.S. House of Representatives  
Committee on Oversight and Reform  
Washington, DC 20515

Dear Representative:

On behalf of our three million members and the 50 million students they serve, we would like to submit the comments below for the record of the March 24 hearing on the economic harm caused by long-standing gender inequalities, particularly for women of color.

Equal pay for equal work is NOT today's reality:

- The [U.S. Bureau of Labor Statistics](#) reports that in 2019, the median weekly earnings of full-time, salaried female workers were 82 percent of those of full-time, salaried male workers.
- According to [AAUW](#), the pay gap is even bigger for women of color, with Black women earning 63 cents, American Indian/Alaskan native women 60 cents, and Hispanic women 55 cents for every dollar paid to white men.
- The gender pay gap exists in all demographics, all parts of the country, and nearly all occupations—including female-dominated professions like teaching and nursing.
- The [Institute for Women's Policy Research](#) reports that closing the pay gap would cut the poverty rate for working single mothers in half and lift 2.5 million children out of poverty.

NEA supports the Paycheck Fairness Act (H.R. 7), which would help by:

- Requiring employers to demonstrate that gender is NOT the reason they pay employees different amounts to perform the same jobs
- Prohibiting employers from asking job candidates about their salary histories
- Protecting employees from retaliation if they discuss their pay with colleagues
- Strengthening enforcement of equal pay laws by requiring employers to provide to the Equal Employment Opportunity Commission (EEOC) data on salaries, promotions, and dismissals, broken down by race and gender
- Putting in place robust remedies for discrimination

NEA also supports reform legislation to promote an equitable and inclusive economic recovery for women, including the Child Care for Working Families Act, the Family and Medical Insurance Leave (FAMILY) Act, the Pregnant Workers Fairness Act, and the recently passed Violence Against Women Reauthorization Act.

We thank you for the opportunity to submit these comments and stand ready to work with Congress to enact legislation to address long-standing gender inequalities.

Sincerely,

A handwritten signature in black ink that reads "Marc Egan". The signature is written in a cursive, flowing style.

Marc Egan  
Director of Government Relations  
National Education Association