



**WTS** Advancing women  
Advancing transportation

# Pay Equity

WTS PUGET SOUND  
DIVERSITY EQUITY INCLUSION COMMITTEE  
PAY EQUITY EVENT, MAY 3, 2023

# Pay Equity

---

## Agenda

---

Welcome

---

Zoom How To's

---

Acknowledgements

---

Reiterating the concept of Pay Equity

---

Poll

---

WASHINGTON EQUAL PAY AND OPPORTUNITIES ACT

---

Jesse Green, evaluating Pay Equity at SDOT

---

Q&A and Discussion

---



# Zoom How-To

- ▶ Turn off cameras
- ▶ Please stay muted
- ▶ Submit questions via chat
- ▶ “Standard view”



Advancing women  
Advancing transportation

# Intentions

- ▶ We welcome everyone as they are
- ▶ This is a psychologically safe space to talk about difficult things
- ▶ As part of DEI we work together on managing feelings of discomfort



# Acknowledgements

## Advancing Leaders Through Opportunity

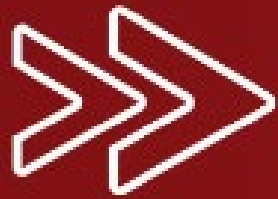
May 2023 | #AAPIHeritageMonth



# Acknowledgements

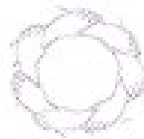
**WTS** Advancing women  
Advancing transportation

**NATIONAL  
INDIGENOUS  
WOMEN'S RESOURCE CENTER**



## 2023 NATIONAL WEEK OF ACTION FOR MMIW

MAY 1 - MAY 7, 2023



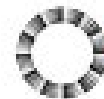
**A·K·N·W·R·C**  
ALASKA NATIVE WOMEN'S RESOURCE CENTER



**STRONGHEARTS**  
Native Helpline



**RISING HEARTS**



**INDIAN LAW**  
RESOURCE CENTER



**National  
Congress of  
American  
Indians**

**#MMIW**

**#MMIWACTIONNOW**

**#NOMORESTOLENSISTERS**



# Pay Equity

How far into the year an “average woman” must work to earn what a white man made the year before.

The observed A.A.P.I. Equal Pay Day is today,  
May 3.

# Poll

- ▶ White Women's Equal Pay Day Observed on March 14
- ▶ Asian American/Pacific Islander Equal Pay Day is April 5
- ▶ Black or African American Equal Pay Day is July 27
- ▶ Latinx Equal Pay Day is October 5
- ▶ Native American/Alaska Native Equal Pay Day is November 30



Advancing women  
Advancing transportation





# Washington State Equal Pay and Opportunities Act

- What the Act does
- What it does not do



# Evaluating Pay Equity at SDOT

JESSE GREEN - DIVISION DIRECTOR, PEOPLE,  
CULTURE & LOGISTICS

CITY OF SEATTLE, DEPARTMENT OF  
TRANSPORTATION





Advancing women  
Advancing transportation

**Q & A/Discussion**

Thank you!

QUESTIONS?