

# IS IT GOOD TO BE A WOMAN IN NC?



Well, not for the **40% of NC working women** who are **sole providers** for their families. Or for the **36% of women-headed households that are in poverty.**



Black women in NC earn **64 cents to the dollar** paid to men. It's **48 cents for Latinas** and **85 cents for white women.** Pay is lower regardless of a woman's level of education.



Women are **not equal to men in the US Constitution** and thus are less likely to win court cases involving gender or pregnancy discrimination at work.



NC women have **higher rates of unemployment and part-time employment** than men, and **lower retirement or insurance benefits,** so inequality continues into old age.



To add injury to inequality, **one in four NC women experience sexual violence.** The culture of rape and sexual harassment is pervasive, sometimes affecting police response to domestic violence and human trafficking.

***EQUAL RIGHTS AMENDMENT, U.S. CONSTITUTION: "EQUALITY OF RIGHTS UNDER THE LAW SHALL NOT BE DENIED OR ABRIDGED BY THE UNITED STATES OR BY ANY STATE ON ACCOUNT OF SEX."***

## **Let's Ratify the ERA in NC!**

(35 states have ratified - time to add NC)

**Sources:** Center for American Progress, "Fast Facts: Economic Security for North Carolina Families," 9/24/2015; National Partnership for Women & Families, Fact Sheet: "NC Women and the Wage Gap," April 2016; Institute for Women's Policy Research and the NC Council for Women, "The Status of Women in North Carolina," 2013; UNC-CH Public Policy Dept., "Status of Women in North Carolina," 4/28/2016.