

## GENDER PAY EQUITY PROPOSAL FOR FUNDING

### WORK SMART AND START SMART SALARY NEGOTIATION WORKSHOPS IN FY 2018

**Proposed Project:** 1. To offer 4 Work Smart workshops (value \$3000) available as an AAUW grant.  
2. To contract with AAUW for up to \$3000 for additional WS & SS workshops.

**Rationale:** AAUW NC proposes providing state-wide salary negotiation workshops, in either *Work Smart* or *Start Smart* programs, to advance gender pay equity in the NC workplace. By financially supporting these workshops, AAUW NC may also promote publicity for our mission of gender equity, attract new members, and spotlight AAUW's value.

**Background:** *Work Smart* (WS) is designed for women in the workforce, and *Start Smart* (SS) is designed as a workshop for college women. The attached handouts outline locations and the history of where salary negotiation workshops have already been offered in NC.

- 41 *Start Smarts* – primarily at state universities and a few private colleges
- 3 *Work Smarts* – 1 in Charlotte, 2 in Greensboro

The SS contracts for workshops on college campuses are usually paid by the college and often completely managed by the institution. Several institutions have 3-year contracts with AAUW for unlimited SS workshops. WS contracts are more expensive. Only 3 have been offered in NC.

Jesse Rauch, AAUW's Senior Program Manager for Salary Negotiation, has offered 4 free WS workshops to NC. The price for each WS contract is \$750 ( $\$750 \times 4 = \$3000$ ), a \$3000 grant to AAUW NC. The Board has an opportunity to offer these workshops to the branches, either by asking for a proposal, like awarding a Mini-grant, or by asking each region to agree on a plan for at least 1 WS.

#### Implementation:

1. Obtain the contract for 4 WS from AAUW, a \$3000 grant.
2. Budget \$3000 in matching funds, making the contract with AAUW for 4 WS plus up to \$3000 more of pay equity negotiation workshops - either WS (\$750) or SS (\$300).
3. Encourage branches to plan together, to approach other local women's organizations and/or municipal governments, and to develop a plan. Given that many community colleges are not in the same location as branches, cooperative plans may develop to offer SS on some of those campuses. The goal will be to spread pay equity negotiation workshops across the state, providing members an opportunity to be more actively engaged in AAUW programs.