

## Upcoming Events

**Leader Series:** Peer Panel on their Careers

**When:** Thursday, November 3rd 12:00 PM – 1:00 PM

**Where:** Mt. Elbert

Sign up [here!](#)

## Just So You Know

- Paris from the DISH Women's Network sat down with Suzanne Cryer, star of HBO's Silicon Valley, to discuss how her character has shaped her views of women in tech and how we can work together to elevate women in the workplace. To watch their interview, click [here](#)
- Did you know you can view our past events and newsletters on our website? Check out our past events [here](#) and the previous newsletters [here](#).
- We've launched Instagram! Click the icon below, or search for dishwomensnetwork on your app to follow us



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## Facts

- Colorado women make a median 81% of what men make.
- Colorado is the 22nd state with the smallest pay gap.
- As women age, the gap becomes bigger. By the time men and women are 55-64 years old, women make 76% of what men do, dropping from the 81% women make when they are 35-44 years old.
- Among a select group of occupations measured, financial managers make 65% of their male counterparts while software developers make 81% of what men developers make.
- **THIS MONTH IN HISTORY:**  
In 1976, Barbara Walters became the first woman co-anchor of the ABC Evening News.

## Pro Tip

- "[Director of the 1996 film Grace of My Heart] Alison Anders told me to never work on just one project as a woman -- have three projects lined up, and I think that she's right... Women always have to have the next two or three projects ready to go, lined up. I think that was great advice she gave me that was absolutely true, and was really echoed by a lot of the [female] filmmakers I worked with last year in the sense that just because they made a huge film doesn't mean they were given an opportunity to make a second film."  
- Illeana Douglas, Actress, Director, Producer

## Women in the Workplace

Netflix original programming was put on the map in 2012 thanks to a devious and bloodthirsty show called House of Cards. Kevin Spacey stars as Frank Underwood, a politician who is snaking his way through the underbelly of Washington in hopes of one day taking the Oval Office. Alongside Spacey stars Robin Wright as Frank's wife, Claire, who is equally powerful and bloodthirsty, giving us two mirrored images dancing through a fictional political landscape in a horrifyingly graceful manner. For anyone who's watched the show, there's no denying Frank and Claire -- Spacey and Wright -- are a powerhouse. No, not separate powerhouses, though they do bring their own strengths and struggles to this single entity known as The Underwoods. So, why is it Robin Wright was being paid less than her male counterpart?

The Huffington Post reported Spacey making \$500,000 per episode at the start of season three in 2014 while Wright was estimated making \$5.5 million from 2014 to 2015, which estimates to about \$420,000 per episode. Even though Wright had starred in the same amount of episodes, is listed as an executive producer, and had directed seven episodes at that point, she was still making \$80,000 less than Spacey per episode.

After the Sony hacks, Jennifer Lawrence discovered she was making significantly less than her male co-stars, which she candidly addressed to the public in an open letter in an effort to demand equal pay. Still, in 2016, she pulled in \$46 million in 2016 -- which is nothing to scoff at -- while Dwayne Johnson pulled in \$64 million, according to Forbes. One is an Academy Award winner as well as three-time nominee in less than 5 years and the other is not.

It's easy to think: So what? They're millionaires! But, that's not the point. The point is women in all professions and pay levels don't realize they aren't being paid equally.

According to the American Association of University Women, women ages 35-44 in Colorado make a median of 81% of what men make, placing it 22nd in the country of smallest pay gap. But, as women age, the gap becomes increasingly bigger. By the time women are 55-64, that 81% drops to 76%. The gap varies even more when taking a closer look at occupations: female financial managers make 65% while female software developers make 81% of their male counterparts.

Earlier this year, Glassdoor released a new study centered on 534,000 anonymous employee salaries (adjusted for experience, education, position, location and industry) that found certain types of female programmers made an average of 28.3% less than men in their field. Specifically speaking, scientific and mainframe computer coders have the greatest gap followed by information specialists (15.8%) and front-end engineers (9.7%), according to an article published by the L.A. Times. Chief economist at Glassdoor Andrew Chamberlain says he believes the gender pay gap comes down to workplace preference where men hold higher positions and, therefore, are a large part in why we're seeing pay gaps.

"It's not the case in every one of these occupations but it's the case in these tech fields," he told the L.A. Times.

Over the last nearly 20 years, the Bureau of Labor Statistics shows 1997 as the lowest the pay gap in Colorado was when women were making 74.6% of men's earnings before it spiked in 2003 to 84.3%. Over the four years prior to 2014, the ratio stayed below 80% before beginning an incline again in 2014, which lead us to the 81% today.

In 2014, the President signed two executive orders, one of which called for the Secretary of Labor to propose new regulations making it mandatory for federal contractors to submit a summary of pay data for their employees, including data broken down by both race and gender. While the gap has narrowed slightly over the last two years, there's still a long way to go and a lot of state and federal legislation that needs to be passed before women are unquestionably paid the same as their male counterparts.

For more insight into the current state of women in corporate America, check out a new study released by LeanIn.org and McKinsey & Company at [womenintheworkplace.com](http://womenintheworkplace.com).

