



ERIE COUNTY COMMISSION ON THE STATUS OF WOMEN

Fall 2019
Issue 13

NEW YORK DECLARES VICTORY AGAINST THE PAY GAP

Recent Events:

Sept. 28: Plant-a-thon at the Tribute Garden, 9AM
Isle View County Park,
Tonawanda 14150

On July 10th, Governor Andrew Cuomo signed into law **new pay equity legislation** into law that stands to prevent the wage gap from expanding and proactively prevents new wage gaps from being created. The new items passed in the final hours of the State Assembly's legislative session and narrow in on several key issues concerned with eliminating the wage gap between men and women across New York.

The new laws: (1) prevent employers from requesting prior salary histories from job applicants; (2) guarantee equal pay for substantially similar work performed by both private and public employees; and (3) allow public employees a private right to action for discriminatory pay practices. This legislation has been declared a major victory for women's rights activists across the state.



U.S. WOMEN'S NATIONAL TEAM KICKS FOR EQUAL PAY

United States Women's National Team won the World Cup to the Netherlands (again). This victory not only gave those athletes the title of the best female soccer players in the world, but encouraged many people to participate in the long fight for equal pay. Statistics were released by the USWNT stating that the maximum annual salary that the *(next page)*



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U.S. Women's National Team makes is \$99,000 and the men's team makes \$263,320 a year. **That is \$4,950 per game for women and \$13,166 per game for men.** The two teams are paid significantly different from each other for doing the same job. So, why aren't they being paid at the same rate?

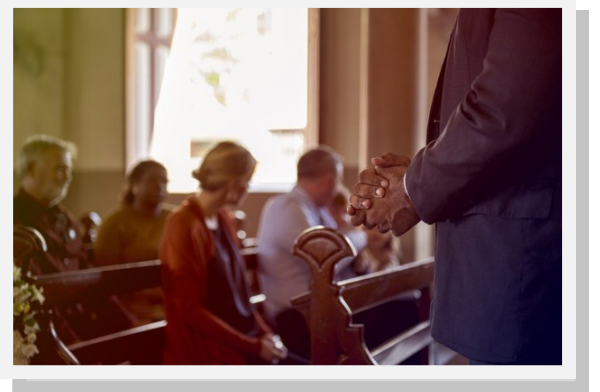
Is it a lack of popularity? No. In fact, the women's team generates plenty more revenue than the men's team, which makes it even more unfair that they are paid less for what they bring to the table.

Is it a lack of talent? No. The USWNT is actually the most successful team in all women's world soccer having won three Women's World Cup titles, four Olympic women's gold medals, eight Confederation of North, Central American and Caribbean Association Football Gold Cups, and ten Algarve Cups. They are the number one team in FIFA and have had 14 wins, 2 draws, and only 1 loss in the 2019 season so far. Comparatively, the men's team pales in comparison with the performance and victories of the women's team. Thus, one can only conclude that **the United States Women's National Soccer Team is paid less than the men's team because they are women.**



ARE ORGANIZED RELIGION & DOMESTIC VIOLENCE CONNECTED?

No, according to a report that has been shared as part of a webinar "The Ties That Bind: Faith, Feminism and the Family" hosted by the Brookings Institution, an established public policy "think tank" based in Washington, D.C. This provocative finding states that there is no remarkable difference in the rate of domestic violence victimization and perpetration between couples of religious and non-religious *(next page)*





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backgrounds. The report also found that highly religious families report high relationship quality and high sexual satisfaction than their secular counterpart. It fosters the discussion on the connection between organized religion and domestic violence; specifically, it offers the conversation about how religious teachings are misinterpreted and misappropriated for further hegemonic patriarchal ideologies. Further, it gives insights on how religious leaders approach the subject of DV. This article also points out some of the questions raised about the complicated history between religion and feminism.

REPRODUCTIVE JUSTICE IN ERIE COUNTY AND BEYOND

On the 46th anniversary of the Roe v. Wade decision, New York enacted new protections for abortion rights, making the state one of the most pro-choice in the nation. These changes are considered a much-needed update to New York law and codify of the law set out in Roe in case it should ever be overturned. However, **opposition States have been systematically challenging Roe by enacting laws that restrict abortion access** with the hope that an ensuing lawsuit will prompt the court to overturn its precedent. Think of it as an incremental approach where the states are looking for the “right law” to prompt the Supreme Court to re-examine the issue. This year’s surge of abortion restrictions have not only brought this longstanding debate to a head, it has also been an abrupt departure from the traditional "low and slow" anti-abortion activism strategy. The goal remains the same, however: **to completely eliminate a woman’s right to choose.**





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LOCAL STUDENTS ARE PRIMED TO INISTIGATE CHANGE

This July marked another successful program for the Summer Institute for Human Rights and Genocide Studies. The Summer Institute for Human Rights and Genocide Studies is an organization designed for students who are interested in creating change in their communities and around the world; the week-long camp provides participants with the opportunity to hear from human rights experts, historians, and advocates through discussions, field trips, and hands-on activities. Over 400 brilliant high school and middle school students from all over Western New York have partaken in this program since its founding in 2008. This year's program was **"Solidarity: We Are All Stronger Together."** Through research and heavy discussion, many of the girls were also interested in learning more about how societal gender stereotypes influence legislation regarding women's right to privacy.

Next year, the Academy for Human Rights will celebrate the 100th Anniversary of Women's Suffrage; with a program titled "Women's Rights are Human Rights, What You Do Matters" and we hope to see you there!

To find out more information about the Academy for Human Rights, please visit www.summerinstituteofbuffalo.org.





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Meet our Interns

Ana Muradashvili joined the ECCSW team as an intern through the Edmund S. Muskie Internship Program. Ana is a Fulbright scholar from the country of Georgia. She is pursuing her master's degree in Global Gender and Sexuality Studies at the University at Buffalo School of Art & Science. Her major interest is increasing awareness of early marriage and political activism among young girls from ethnic and religious minorities in Georgia. She also hopes to be a first female mayor on her hometown after completing her studies in the U.S.A.

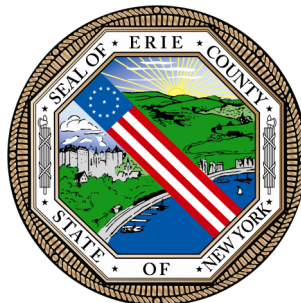
Jacqueline Keese is a senior at Williamsville East High School interning at ECCSW. She intends to attend a four year college and major in Pre-Law and English. Jacqueline wants to pursue a career as a civil rights attorney.

Kaitlyn Lauber joined the ECCSW team as an intern through the University at Buffalo School of Law. She is a second-year law student focusing her studies on criminal law and the public interest. She is the President of the Buffalo Public Interest Law Program and is a proud member of the LGBTQIA+ community. Her work with ECCSW has been primarily focused on women's rights issues such as equal pay, reproductive justice, and domestic violence.

Hannah Yi is a senior at Williamsville East High School. Her exposure to past First Amendment, First Vote and the Teen Dating Violence Awareness summits has allowed her to join the ECCSW team as an intern. Hannah is a 2019 HERlead fellow and founder of The Seneca; a school club focusing on initiating discussions on gender-based issues that are often left out of classroom settings. She is interested in examining the influence pop culture and social media have on teen relationships and the lack of legis-

Zachary Bloom is currently a third-year student at the George Washington University studying Political Science and History. Before joining the ECCSW team, Zachary worked with Senator Kirsten Gillibrand (NY) in Washington D.C. as a scheduling intern. He has also spent time working at Senator Gillibrand's Buffalo office, Congressman Brian Higgins' Buffalo office, and the Refugee Services Department of Jewish Family Services of Buffalo. Zachary currently works for the New York Public Interest Research Group (NYPIRG) as a canvasser. His work with NYPIRG focuses on raising awareness about the current climate crisis. In the future, Zachary plans to attend law school and pursue a career in energy-related policymaking.

To learn more about how ECCSW serves the women of Erie County please visit our website at: <http://www2.erie.gov/csw> or scan the accompanying QR code with your smartphone.



Questions or comments?

E-mail us at csw@erie.gov or
call at (716) 858-8307