APPENDIX - CITATIONS

Atrium, Novant

<https://benchmarking.diversitymbamagazine.com/recognition/diversity-mba-announces-best-places-to-work/>

<https://careers.atriumhealth.org/>

<https://www.novanthealth.org/careers.aspx>

Bank of America Human Capital Management Report 2020

<https://about.bankofamerica.com/annualmeeting/static/media/BAC_Human_Capital_Management_Report.0f8f7dd6.pdf>

Duke Energy Workforce Performance Metrics

<https://sustainabilityreport.duke-energy.com/social/workforce-performance-metrics/>

Lowe’s Workforce Demographics 2020

<https://www.loweslink.com/llmain/pubdocuments/Lowes_2020_EEO_WorkforceData.pdf>

Lowe’s Corporate Responsibility Report 2020

<https://corporate.lowes.com/our-responsibilities/corporate-responsibility-reports-policies>

<https://corporate.lowes.com/sites/lowes-corp/files/CD%26I%20reports/Lowes_2020_Culture_Diversity_Inclusion_Report_v2.pdf>

Truist 2020 CSR and ESG report

<https://ir.truist.com/2021-07-29-Truist-highlights-ESG-and-diversity,-equity,-and-inclusion-progress-in-2020-CSR-and-ESG-Report>

Wells Fargo reports

<https://www.wellsfargo.com/about/corporate-responsibility/goals-and-reporting/>

Arjuna Capital Scorecards (also see quotes in first section)

<https://arjuna-capital.com/s/Racial-Gender-Pay-Scorecard-2022-Arjuna-Capital.pdf>

<https://arjuna-capital.com/s/Racial-Gender-Pay-Scorecard-2021-Arjuna-Capital-and-Proxy-Impact-m5tz.pdf>

<https://arjuna-capital.com/s/Gender-Pay-Scorecard-Report-2020-d5jc.pdf>

NWLC Unequal Pay in 94% of Occupations

<https://nwlc.org/press-release/nwlc-files-equal-pay-lawsuit-against-zoetis-alleging-company-maintained-stark-gender-based-pay-disparity/>

Equal Pay Day

<https://www.npr.org/2022/03/16/1086732450/on-equal-pay-day-women-are-trying-to-make-a-dollar-out-of-83-cents>

<https://edition.cnn.com/2021/03/24/success/equal-pay-day-women/index.html>

<https://www.cnbc.com/2022/03/15/the-pandemic-widened-the-pay-gap-for-low-wage-workers-and-women-of-color.html>

IWPR Equal pay would significantly reduce poverty for working women and their families across the US

<https://iwpr.org/iwpr-issues/research-and-action-hub/status-of-women/narrow-the-gender-pay-gap-reduce-poverty-for-families-the-economic-impact-of-equal-pay-by-state/>

<https://iwpr.org/wp-content/uploads/2020/09/C455.pdf>

IWPR Motherhood penalty

<https://iwpr.org/media/press-hits/meet-2-female-founders-aiming-to-close-the-gender-pay-gap-80-of-which-can-be-attributed-to-the-motherhood-penalty/>

NWLC Part-Time Workers Paid Unfairly

<https://nwlc.org/wp-content/uploads/2022/01/2022-Part-Time-Worker-Bill-of-Rights-sign-on-letter-to-Congress-2.10.22.pdf>

World Bank on Employment Segregation

<https://openknowledge.worldbank.org/handle/10986/31510>

AAUW Women More Likely to Work Low-Wage Jobs

<https://www.aauw.org/resources/article/occupational-segregation/>

Glassdoor on Occupation and Industry Sorting

<https://www.glassdoor.com/research/gender-pay-gap/>

Glassdoor on Explained/Unexplained Pay Gap

<https://www.glassdoor.com/about-us/gender-pay-gap-2019/>

Census Bureau - Wage Gap Varies by Occupation

<https://www.census.gov/library/working-papers/2020/adrm/CES-WP-20-34.html>

Role of Occupation, Hours, and Glass Ceiling

<https://www.aeaweb.org/articles/pdf/doi/10.1257/jel.20160995>

Labor Dept - Pandemic has set women back more than 30 years

<https://blog.dol.gov/2021/03/19/5-facts-about-the-state-of-the-gender-pay-gap>

Business - US Pay Gap in 2022

<https://www.business.org/hr/benefits/gender-pay-gap/>

OECD - US Has 5th Worst Record Globally

<https://data.oecd.org/earnwage/gender-wage-gap.htm#indicator-chart>

Geekwire - Discrimination May Account for a Third of the Pay Gap

<https://www.geekwire.com/2016/heres-pay-gap-really-looks-like-glassdoor-reveals-new-insights-gender-bias-tech-jobs/>

CAP - What Inequity Costs Women

<https://www.americanprogress.org/article/infographic-the-gender-pay-gap/>

CAP - Gender Wage Gap Fact Sheet

<https://www.americanprogress.org/article/quick-facts-gender-wage-gap/>

CAP - Gender Wage Gap Wider for Women of Color

<https://www.americanprogress.org/article/women-of-color-and-the-wage-gap/>

CAP - Gap Driven by a Host of Factors

<https://www.americanprogress.org/article/basic-facts-women-poverty/>

EME - Wage Discrimination Facts

<https://equalmeansequal.com/the-gender-pay-gap/>

Illegal to Discriminate on the Basis of Sex

<https://www.workplacefairness.org/sexual-gender-discrimination#4>

Living Wage in Mecklenburg County

<https://livingwage.mit.edu/counties/37119>

AAUW - Women’s Financial Well-Being

<https://www.aauw.org/issues/equity/pay-gap/>

AAUW - Persistent Inequity

<https://www.aauw.org/resources/research/simple-truth/>

Census - COVID-19 and Women

<https://www.census.gov/library/stories/2021/03/unequally-essential-women-and-gender-pay-gap-during-covid-19.html>

Pay Transparency

<https://19thnews.org/2022/03/equal-pay-day-transparency-laws/>

What A Company Can Do

<https://ideal.com/measure-diversity-equity-inclusion/>

Companies That Disclose Equity Data

<https://www.asyousow.org/our-work/social-justice/workplace-equity>

Company Best Practices

<https://www.diversityincbestpractices.com/what-makes-a-good-diversity-scorecard-dashboard/>

Pay Equity Audit

<https://hrexecutive.com/follow-these-7-steps-to-an-effective-pay-equity-audit/>

Workplaces That Work for Women

<https://www.catalyst.org/research/why-diversity-and-inclusion-matter/>

What HR Can Do to Fix the Gender Pay Gap

<https://hbr.org/2014/12/what-hr-can-do-to-fix-the-gender-pay-gap>

Understanding EEO Job Categories

<https://hrdailyadvisor.blr.com/2012/08/07/understanding-eeo-job-categories-for-the-eeo-1-report/>

EEO Component 2 Data Related to Pay

https://www.paycor.com/resource-center/articles/eeo-1-reporting-deadline/