

## About Us:

We are a group of three students interested in exploring the different aspects of gender inequality in the workplace.

## Our Mission:

Our mission is to draw awareness to the issues surrounding gender inequality using our combined knowledge from our three disciplines in order to close the gender gap for future generations of academics.



**\$26,853** is the average men earn a year more than women

SOURCE: WORKPLACE GENDER EQUALITY MILEMETER

## Contact Us

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Website:

[https://newyorkbsbll20.wixsite.com/necktiesto  
highheels](https://newyorkbsbll20.wixsite.com/necktiestohighheels)

#20percentcounts Movement:

Twitter: [#20percentcounts](https://twitter.com/20percentcounts)

Facebook: [#20percentcounts](https://www.facebook.com/20percentcounts)

Instagram: [#20percentcounts](https://www.instagram.com/20percentcounts)

*“Any society that fails to harness the energy and creativity of its women is at a huge advantage in the modern world.”*

-Tian Wei



# MCM Company

## Neck Ties to High Heels: Closing the Gender Gap

**Michael Dougherty  
Chelsea Smith  
Mikael Severeid**



## The Issues

Gender inequality is a broad topic. We are specifically concerned with these three areas within the workplace:

### Equal Pay:

- 20% wage difference between men and women

### Dress Code:

- Dress code for men and women varies
- Men's dress code is standard and women's is based on their body

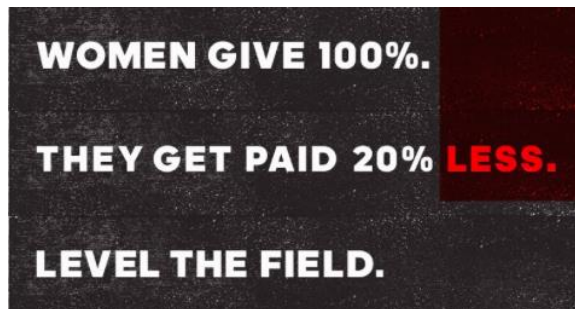
### Sexual Harassment:

- Leads to detraction of focus on work talent
- Also contributes to pay gap

## The #20percentcounts movement is a push from people all over the world towards equal pay.

"Stark gender disparities remain in economic and political realms. While there's been some progress over the decades, **on average women in the labour market still earn 24% less than men globally. As of august 2015, only 22% of all national parliamentarians were female, a slow rise from 11.3% in 1995**" - **UN.org**

("Women." *United Nations*, United Nations, [www.un.org/en/sections/issues-depth/women/index.html](http://www.un.org/en/sections/issues-depth/women/index.html).)



## Community Interaction:

We asked seven members of local the community for their help in spreading the word about this cause and to share their personal experiences with gender inequality in the workplace. We had these individuals share their personal experiences:

- Female library circulation supervisor at Longwood University
- Male library assistant at Longwood University
- 2 Female communication studies majors undergraduates at Longwood University
- Male business major undergraduate at Longwood University
- Female business major undergraduate at Longwood University
- Female project designer from Northern Virginia

