



**Business and  
Professional  
Women's  
Foundation**

For Immediate Release

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### **Lilly's Fight is Not Over**

BPW Foundation Says Equity and Access Are Key to Rebuilding the Workforce

*Statement by Deborah L. Frett, CEO Business and Professional Women's Foundation*

January 29, 2010 Washington, DC – “One year ago today, I joined leaders of women’s, civil rights and human rights organizations at the White House to witness the historic signing of the pay equity bill named for a grandmother from Alabama who demanded equal pay for equal work. The Lilly Ledbetter Fair Pay Act ensures that women subject to wage discrimination will get their day in court. It is an important step towards closing the persistent and sizable wage gap that remains between men and women.

Wage discrimination is still a very real problem in the United States. According to the U.S. Census Bureau, women who work full time earn, on average, only 78 cents for every dollar men earn. The figures are even worse for women of color: Black women only earning 66 cents and Latinas 54 cents on the dollar. This wage gap not only impacts the economic security of women working today, it also affects women’s future economic security and therefore the economic stability of the whole family.

Historically, BPW Foundation has empowered women to advocate for themselves and their families on issues such as equal pay. The signing of the Lilly Ledbetter Fair Pay Act was a critical step, but the fight is not over. Lack of equity and access in the workplace continue to plague women and other under-represented groups. As we collaborate to rebuild the workforce and our economy, we need to ensure that the workplace is ‘ready’ for all workers and the way we work today and will in the future.

BPW Foundation urges employers, policymakers and working women to support and advocate for legislation and workplace policies that seek to create successful workplaces such as Ledbetter. Equal pay for equal work is mandatory for a competitive workforce; all employees should be valued in order to compete in a global marketplace. Last year, the House of Representatives passed the Paycheck Fairness Act twice, which strengthens the Equal Pay Act and closes loopholes; it is time for the Senate to follow suit.

Let’s close the gap of equity and access for Lilly and the 70 million working women who continue to strengthen our workforce.”

*BPW Foundation supports workforce development programs and workplace policies that recognize the diverse needs of working women, communities and businesses. BPW Foundation is a 501 (c) (3) research and education organization. To learn more, visit [BPW Foundation - Business and Professional Women](http://BPW Foundation - Business and Professional Women).*