

Fact Sheet on WAGE Clubs

What is a WAGE Club?

A WAGE Club is a small group of women that meet regularly and have a series of discussions and strategy sessions to discuss money, negotiations skills and what to do if they are being paid unfairly.

Why are WAGE Clubs needed?

In order to address and close the wage gap, women must be educated and empowered at the grassroots level. WAGE Clubs are a great opportunity to organize a nationwide movement of women who will be able to stand up for themselves in their workplaces, negotiate better salaries, handle their finances better and know what to do if they are being paid unfairly.

How many people are in a WAGE Club?

WAGE Clubs are typically no less than 5 people and a maximum of 20 people. This will allow for a more intimate setting to discuss important issues while having enough people to create a dynamic conversation.

How often does a WAGE Club meet?

This is up to the WAGE Club. The club can meet monthly, bi-monthly or whatever timeline is appropriate for the group.

Where does a WAGE Club take place?

Anywhere deemed appropriate such as a church, community center, coffee shop, hotel or the house of a club member.

Who joins a WAGE Club?

Interested women can be found in women's organizations and unions, or be colleagues, friends and family. Do any of your co-workers share your concerns about not being paid fairly because they are women? Have some of the other women in your neighborhood complained about sexism at work? Are you already a part of another group – a book club, an investment club, the PTA, or a gym – where the issue of women and wages has come up in conversations? These are the women you can invite to help form a WAGE Club.

Steps to Start a WAGE Club

Step 1: Identify the women in your community who might be interested in joining a WAGE Club.

Step 2: Choose a place to meet and schedule your first meeting.

Step 3: Send out invitations to these identified women to attend the first WAGE Club meeting.

Step 4: At the first meeting, discuss what issues the club will be addressing throughout the year, and how often and when the club will meet. Here are some ideas: "What Does the Gender Wage Gap Cost Me?," "Do Other Women's Stories Sound Like Mine?," "Isn't It Time I Get Paid Fairly?," "How Do I Get Even?," Part 1: My Research and Strategy "How Do I Get Even?," Part 2: Practice; "How Do I Get

Even?", and Part 3: Action and More Action

For more ideas see the WAGE Discussion Guide at http://www.wageproject.org/content/get_even/clubdiscussion.shtml .

Step 5: Alert the WAGE Project that you have created a WAGE Club by emailing wage@wageproject.org.

Step 7: Attend the meetings and watch the power of grassroots organizing, and how women can empower each other to close the wage gap.