

Mission

To advance gender equity for women and girls through research, education, and advocacy.

Vision

Equity for all.

Values

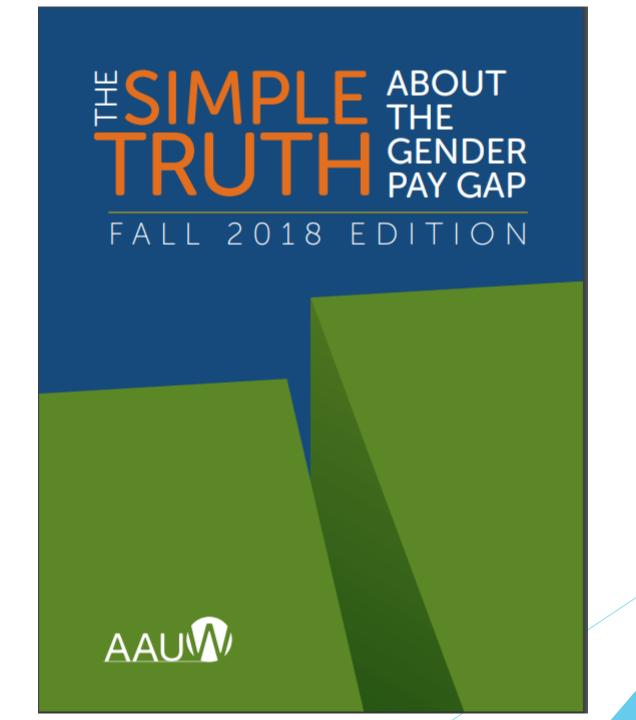
Nonpartisan.

Fact-based.

Integrity.

Inclusion and

Intersectionality.





 Women who negotiate increase their potential to earn higher salaries and better benefit packages.

 By negotiating fair and equitable salaries, they are better able to pay off loans, buy the things they want and need, and even save for retirement.



Two Tools to Support Pay Equity

- Work Smart designed for women already in the workforce at any level. Provides guidance on:
 - Salary Negotiation
 - Seeking a New Job
 - Attaining Promotion
- Smart Start designed for college students starting their careers and focuses on salary negotiation



Both Work Smart and Smart Start address:

- How to identify and articulate your personal value
- How to develop an arsenal of persuasive responses and other strategies, including those to get a raise or promotion
- How to conduct objective market research to benchmark a target salary and benefits
- About the wage gap and its long-term consequences



Both Work Smart and Smart Start training are offered in a facilitated group environment. The training module lasts about two hours.

Work Smart training can also be individually completed through a free online learning module.



Facilitating a Workshop

Become an AAUW certified salary negotiation facilitator! Requirements include completion of the following:

- Work Smart online training
- Facilitator online training
- Annual online refresher training



Smart Start Workshops

- Sponsoring Entities on College and University Campuses:
 - Career Centers
 - Women's Centers
 - Academic Departments
 - Student Organizations
 - Student Success Initiatives



Smart Start Workshops

Cost to Host:

- \$750 for a single workshop
- \$950 for a one-year site license for unlimited workshops and facilitator training for three on-campus staff members
- \$1,500 for a three-year site license for unlimited workshops and facilitator training for ten on-campus staff members



Work Smart Workshops

Sponsoring Entities include:

- State and city governments
- Local professional or community organizations
- Non-profit organizations
- AAUW Branches
- Local libraries and YMCAs
- Alumni associations
- Companies
- Employee Resource Groups



Work Smart Workshops

Cost to Host:

- \$750 for a single workshop
- Volume pricing for 10 or more workshops is available
 - Contact the national AAUW office for information on different types of partnerships and initiatives





Are you a college student?

AAUW Start Smart is designed to help you negotiate your salary at a new job.

Find out if your campus is hosting an AAUW Start Smart workshop »



Are you career-ready? Transitioning jobs? Seeking a raise or promotion?

AAUW Work Smart helps you negotiate your salary for a new job, raise, or promotion.

Find an AAUW Work Smart workshop in your community »

Start your online salary negotiation course now »



Work Smart Online Training





Work Smart Online Training

Individual Online Training Addresses Four Areas:

- Know the Facts
- Know Your Value
- Know Your Salary
- Know Your Strategy

and...

Practice, Practice, Practice



Work Smart Online Training

- Know the Facts
- Know Your Value
 - Brainstorm ideas for portfolio, writing value statements, sharing value statements
- Know Your Salary
 - Research comparable job titles, researching your target salary, research benefits
- Know Your Strategy
 - Salary deflection, persuasive responses
- PRACTICE!



Other Way to Help

Want to be involved in closing the gender pay gap in other ways?

- Recruit campus or organizations to hold an AAUW Start Smart or AAUW Work Smart workshop.
- Host a workshop in your community or fund a local campus or organization's workshop.
- Join AAUW's action network and work to make fair pay a reality in your community.
- Read AAUW's research on the gender pay gap.





Work Smart Web Site: https://salary.aauw.org/work-smart/

Smart Start Web Site: https://salary.aauw.org/start-smart/

Web Site: https://harrisburg-pa.aauw.net/

Email: <u>HarrisburgAAUW@gmail.com</u>

