



Scholarship Contest Winner

Ever Pratt-Hart

Grand Ledge High School

Essay Topic: If you had the opportunity to change the future of the workplace, what would you change and why?

Over the years, women have paved the way for equality all around the globe, by setting new standards and relentlessly fighting for women's rights. Granted, we have come a long way when it comes to women's equality in general, however, when it comes to specifically women's equality in the workplace, we are still lacking. Whether it's the gender pay gap, or discriminatory behavior and biases, businesses can start to close these gaps by creating fair compensation and promotion procedures, and holding people accountable for any gender bias they may present in order to create a more inclusive workplace.

Women, who are equally as capable as their male counterparts, are still being denied equal pay simply on the basis of gender. Equal pay for equal work is a basic concept that people have been fighting for years, yet it still hasn't been fixed on a national level. Currently, women earn 82 cents to the man's dollar, according to a study done by the Pew Research Center in 2022. Similarly, in 2002, those numbers were 80 cents to the dollar. That's 20 years with a marginal difference. While pay gap deniers typically observe that this difference may be the result of caregiving responsibilities, research done by The Jane Waldfogel Foundation has shown that the pay gap between mothers and non-mothers is insignificant. This exhibits that women will face bias no matter what their priorities are. Our society has a habit of making excuses for the constant discrimination of women, even though it is one of the most pressing issues in most countries to this day. We cannot become numb to mistreatment, because no matter how convenient and traditional, it is not normal. Ensuring that fair compensation procedures are in place can help combat this issue in order to level the playing field, and ultimately, make equal opportunity truly possible.

The workplace can be a very hostile place for women, and this needs to be addressed in order to cultivate, care for, and inspire generations of driven women to come. Women are more likely to experience microaggressions, have their judgment questioned, and to be held to a higher standard when it comes to appearance and dress code in the workplace. In a study published by McKinsey & Company in 2022, it was found that women received significantly less promotions than men— about 85 to 100. Women are oftentimes automatically being viewed as less competent, no matter their prior experience or other qualifications. It's crucial to take action against this kind of treatment of women in the workplace, because in the 21st century, advancements in a person's career means advancements in a person's state of living. Employees and bosses alike need to be held accountable for any gender bias they may present, not only to create a non-discriminatory workplace, but also to improve quality of life for women.

Although biased behavior and action towards women has become normalized, the fight for our rights is still not over, and changing how we treat women in the workplace puts us one step closer to egalitarianism. It is imperative that we change for the sake of equal living and opportunity for women, because simply put, women are human beings deserving of equal rights.

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