



Butch Wing
bwing@rainbowpush.org
510-701-8955
Pastor Joseph Bryant
pastorbryant@rainbowpush.org

FOR IMMEDIATE RELEASE

Wednesday, December 18, 2019

Equal Pay for Equal Work - Intel Paves the Way on Disclosing Pay Segregation in the Tech Industry – Other companies should follow their lead in 2020

True to its tradition of transparency in the release of diversity and inclusion data, Intel released salary information by race and gender in a six page document early last week.

Companies can choose to keep their submissions private and Intel chose to release the full data set publicly, and reported the pay equity data as part of its EEO-1 report filed with the federal government.

Just as they did when Intel launched its \$300 million diversity initiative, Intel has set a new bar for the public release of diversity and equality data, transparency and public accountability. It represents nothing less than a new challenge for the rest of the tech industry – and corporate America – to follow.

Echoing the call that reverberated throughout the tech industry when Rainbow PUSH pressured companies to release their EEO-1 race and gender representation data, Barbara Whye, Intel’s Chief Diversity and Inclusion Officer and Vice President of Human Resources, declared, “You cannot fix what you are willing to be transparent about.”

Intel is on the right track, and deserves a shout out for being one of the few companies with a willingness to drive concrete actions to address the systemic barriers for people of color in tech. They are paving the way and the data clearly indicates our next critical step of diversifying tech travels through pay disclosures. In 2020, there must be an honest reckoning with pay disparities and occupational pay segregation in tech companies.

Data shows that Whites and Asians are advancing to the executive ranks, while women and people of color lag far behind. Employee protests and disclosures at numerous companies have opened the wound of disparities in pay between men and women, and Whites and people of color, in similar positions.

Rev. Jackson, said, “We must also level the playing field on pay at all levels of the workforce. If not now, when? It’s time to put an end to the idea – and practice – that women are inferior to men; that people of color are inferior to Whites. ***Equal pay for equal work*** is a simple, basic and an implementable value. Companies must take the first step in releasing their pay equity data relating to race and gender, and put in place practices that will bridge the gap. This will be a critical lynchpin of retention in the workforce in 2020.

From the boardrooms to the C-suites, to the workforce and the supplier base, African Americans, women and people of color have been and continued to be locked out. “Technology is supposed to be about inclusion, but sadly, patterns of exclusion remain the order of the day,” Jackson writes, “Silicon Valley continues to be a Segregated Valley.” It’s not enough to increase representation. That’s why in 2014 Rev. Jackson re-launched the Rainbow PUSH tech initiative – PUSHTech2020. - to challenge the de facto segregation and inequality rooted in the institutional culture of Silicon Valley.

Jackson added, “If your company – and there are many on this long list – has a pattern of inequity and discrimination in pay and compensation, own it, disclose it, and then work to change it. There should be nothing to hide.” commented Rev. Jesse Jackson, Sr. “If equality and combating, unfairness and discrimination is supposedly part of your “corporate values,” then prove it!”

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Rainbow PUSH Coalition is a multi-racial, multi-issue, progressive, international organization that was formed in December 1996 by the Reverend Jesse L. Jackson, Sr. through merging of two organizations he founded Operation PUSH People United to Serve Humanity (estab. 1971) and the Rainbow Coalition (estab. 1984). With headquarters in Chicago and offices in Washington, D.C., Atlanta, Detroit, Houston, Los Angeles, New York and Oakland, the organization works to make the American Dream a reality for all citizens while advocating for peace and justice around the world. RPC is dedicated to improving the lives of all people by serving as a voice for the voiceless. Its mission is to protect, defend and gain civil rights by leveling the economic and educational playing fields while promoting peace and justice around the world.

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