Teacher Answer Key

Case Study

1. • Prior salary history perpetuated lower offers for women, maintaining a cycle of underpayment.

2. • Requiring pay audits and banning the use of prior salary history are examples of policy changes to address systematic bias.

Multiple Choice

1. B

2. A

3. A

Matching

1-D, 2-E, 3-A, 4-C, 5-B

Fill-in-the-Blank

1) Occupational segregation, 2) Motherhood penalty, 3) Wage lawsuits

Short Answer (Sample Responses)

Q1: When employees know typical pay scales, it becomes harder for employers to hide discriminatory salary practices.

Q2: People may unknowingly favor certain candidates over others, making it difficult to pinpoint and correct unfair pay differences.

Q3: Laws establish standards for fair pay, encourage transparency, and provide legal recourse for those who experience discrimination.