



Dear Friends,

20 days, 20 ideas, 20 minutes, \$20: Makeover

Here is Idea #16 in our campaign to give voters actual solutions to our current challenges and to provide **20 steps to a Total Makeover of Our Democracy**.

We need you as partners in this journey to create a healthy, vibrant and thriving democracy. [If you like the idea, contribute \\$20.](#)

My opponents are in the kowtowing business--kowtowing to party establishment, big money, PAC, and K Street. **I am in the solutions business.** The solutions business for Main Street's small businesses--your business.

Women need real equality, not useless panaceas.

I am the only candidate who is willing to tell the whole truth on discrimination against women. I am the candidate who has concrete and real ideas for true reform and who has the expertise to back it up. My reform is not the quick fix that teeters on the edges. My reform encompasses what is fair and just for women and also recognizes that we must support good employers.

Idea #16, Enact True Pay Equity Laws. Break Down Barriers for Girls to Enter All Fields.

I am not only the *only woman* in the race, I am the *only candidate* who has direct and frontline experience with the issues that affect women. From defense of women's health clinics, to advocacy on equal pay, to helping girls flee gang and sex trafficking, to helping girls fight to get out of abusive homes and bad residential warehouses, to my representation in court of women, helping women veterans, women business-owners and immigrant women who have survived the most horrific violence, I am the one with the real track record of defending and helping women.

I am the only one in this race who has won a National Award for my pro bono legal work, part of which was based on my work on a sex trafficking case, and I am the only one recognized by the prestigious Lawyers Weekly as a Top Woman Lawyer.

When it comes to discrimination against women and equal pay, DC Republicans have no ideas, and DC Democrats are trying to sell you on the notion that the Paycheck Fairness Act will magically make everything equal. It's a specialty of Congress --pass a law that purports to be a panacea when really it is just a band-aid.

The Congress pretends it is a panacea that the Paycheck Fairness Act will fix women's problems in the workplace. Then the Senators and Representatives pat each other on the back and count the money that rolls into their "war on women" campaign coffers. That way they get to appear as if they are doing something for women, when really they are just handing out band-aids, and small ones at that.

I do support parts of the proposed Act. The most important pieces of the bill are the ones that ensure that wage

discrimination cases are treated in the same way as race and ethnicity discrimination cases. In a sad case of irony, our discrimination law is in and of itself, sexist and discriminatory. Fundamental fairness requires that the same damages be available to each of these discrimination cases.

But let's not pretend that this fix in the sexist law solves women's workplace problems. Do the pols prescribing preten panaceas ever tell you that equal pay claims make up only about 1,000 of the claims filed at the EEOC while 27,000 of them are sex discrimination and 7,200 are sexual harassment? No, because those claims don't come with good focus group numbers as no one wants to talk about these thorny issues.

What the establishment won't tell you is that the Paycheck Fairness Act won't change the true problem, and that is the segregation of jobs by gender. Jobs done mostly by women are often paid much less than comparable jobs done by men. The jobs have the same skill, responsibility, effort and working conditions and the only real difference in the jobs is that the higher-paying job is done by men, and the other job is done by women.

I support Equal Pay for Equal and Comparable Work. I have direct and on the ground experience with pay equity issues. As a Commissioner on the Massachusetts Commission on the Status of Women, I led our group to Beacon Hill, and for the first time in 11 years, we got the bill voted out of committee favorably and garnered the written support of the Governor. **And that was just what I did as a volunteer. Imagine what I could do if I were your full-time employee.**

[Read more here for my full article.](#)

If we are going to be truly forward-thinking in the opportunities for economic equality for women, then there must be a sea change in the way we encourage girls to enter perceived "male-only" fields while simultaneously beginning the process of setting pay based on the skill, effort, responsibility and working conditions of the job rather than the gender of the person doing it.

In closing, I want to say something on behalf of the hardworking men I know and have represented. In 2014, the 4,628 people lost their lives at work. 92% of those who died were men. So, while we are finding real solutions to discrimination against women, let's make sure that we are doing everything possible to keep men safe at work too.

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Any person in the real world should see that the neglect by Congress is illogical, a set up for disaster, is unfair for women, bad for the American people and bad for the economy. Why hasn't my opponent done something about it?

My solution #16: Real Equal Pay=Fuel Job Growth & Grow Main Street.

[If you like Idea #16 click here now to contribute \\$20.](#)

[If you really like Idea #16 contribute \\$160.](#)

[If Idea #16 is your favorite so far, contribute \\$1600.](#)

For democracy,



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