

## STEAMS Black Women's Equal Pay Day Project-Based Lesson Plan (Grades 7-12)

**Objective:** The objective of this interdisciplinary lesson plan is to explore the historical significance, technological advancements, and societal impacts of Black Women's Equal Pay Day. Through a STEAMS (Science, Technology, Engineering, Arts, Mathematics, and Social Studies) approach, students will engage in activities integrating various disciplines to understand the multifaceted aspects of the gender pay gap and its impact on Black women. Suitable for grades 7-12, this lesson plan encourages students to delve into the science of economic disparities, the technology used to analyze data, the engineering of solutions to bridge the pay gap, artistic interpretations, mathematical calculations involved, and the social and historical context of this important issue.

### Key Components

#### Science (S): Economic Disparities and Social Science Research

- ❖ **Topic:**  
Study the scientific methods used to analyze economic disparities and the social science research focused on the gender pay gap affecting Black women.
- ❖ **Project:**  
Create a detailed report on the scientific studies conducted on the gender pay gap. Design a mock research experiment to investigate specific aspects of economic disparities, such as income inequality or employment trends among Black women.

<p><b>Technology (T): Data Analysis and Visualization</b></p>	<ul style="list-style-type: none"> <li>❖ Topic: Explore the technology used in analyzing data related to the gender pay gap, including software and tools for data visualization.</li> <li>❖ Project: Construct a data visualization project using tools like Excel, Tableau, or Python to present the pay gap statistics. Provide a detailed overview of how technology aids in understanding and addressing the pay gap.</li> </ul>
<p><b>Engineering (E): Designing Solutions for Pay Equity</b></p>	<ul style="list-style-type: none"> <li>❖ Topic: Examine the engineering and design thinking processes involved in creating solutions to bridge the pay gap, including workplace policies and advocacy programs.</li> <li>❖ Project: Design a solution or program that addresses pay equity for Black women in a specific industry or company. Consider factors such as implementation strategies, potential challenges, and expected outcomes.</li> </ul>
<p><b>Arts (A): Cultural Impact and Artistic Interpretation</b></p>	<ul style="list-style-type: none"> <li>❖ Topic: Investigate the cultural and artistic impact of the gender pay gap, including its representation in art, literature, and media.</li> <li>❖ Project: Create a piece of artwork, such as a painting, sculpture, or digital media, that captures the spirit and significance of Black Women's Equal Pay Day. Write a reflective essay on how the gender pay gap has been represented in various forms of art and media.</li> </ul>

<p><b>Math (M): Statistical Analysis and Financial Literacy</b></p>	<ul style="list-style-type: none"> <li>❖ <b>Topic:</b> Analyze the mathematical principles and calculations involved in understanding the gender pay gap, including statistical analysis and financial literacy.</li> <li>❖ <b>Project:</b> Solve problems related to the gender pay gap, such as calculating average income disparities and projecting the financial impact over a lifetime. Create a mathematical model showing the long-term effects of the pay gap on Black women's financial stability.</li> </ul>
<p><b>Social Studies (SS): Historical Context and Global Impact</b></p>	<ul style="list-style-type: none"> <li>❖ <b>Topic:</b> Explore the historical context of the gender pay gap, including the history of labor movements, civil rights, and their impact on pay equity for Black women.</li> <li>❖ <b>Project:</b> Create a timeline of key events leading up to and following significant milestones in the fight for pay equity. Develop a presentation on the significance of Black Women's Equal Pay Day in the context of ongoing social and economic struggles.</li> </ul>

**Assessment Criteria**

The STEAMS Black Women's Equal Pay Day project-based lesson plan provides students with a comprehensive understanding of the issue, fostering critical thinking, creativity, and interdisciplinary collaboration. By exploring the intersection of science, technology, engineering, arts, mathematics, and social studies, students gain insights into the complex factors influencing economic disparities, technological innovation, and societal progress, preparing them to appreciate the historical significance and ongoing impact of the gender pay gap.

This lesson plan encourages students to engage with the material through hands-on projects,

research, and creative expression, ensuring a well-rounded and immersive educational experience.