Big Idea – Equal Work Should Mean Equal Pay

Equations allow us to **set two sides equal and solve for fairness.**
In the workplace, math can help us understand whether **employees in different jobs earn fair wages** for their time and effort. When we compare pay across sectors—like teaching, construction, or retail—we can see how equations reveal **inequities that affect real people's lives.** Math helps us analyze, question, and advocate for **workplace justice.**

Math + Equity Example

Job A (Teaching Assistant): $15 per hour
Job B (Construction Helper): $20 per hour

If both workers earn the same weekly income, we can use equations to compare their hours.

- Pay for Job A = 15h
- Pay for Job B = 20h

If both earn **$600 in one week:**

- Job A: 15h = 600 → **h = 40 hours**
- Job B: 20h = 600 → **h = 30 hours**

This shows how workers in lower-wage jobs must often **work more hours** to earn the same amount as others. Equations help us see **why pay equity and fair labor standards** are essential for justice and dignity in every career.

Data Reflection

Circle or underline the word that stands out to you:
fairness | equality | wages | opportunity | respect

Share Your Thinking

The word I picked is: _____

I picked this word because:

Reflection:
How does this word connect to what we are learning about workplace justice today?

Student Equity Reflections

1. What does this math example show about how pay differences affect workers' time and income?

2. If Job A pays $15 per hour, how many hours are needed to make $750? Show your equation.

3. Why do you think it's important to discuss **fair pay** using math and data?

4. What would workplace justice look like in your community?