



King's Research on Gender Pay Gap Influences National Policy

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London, ON – As International Women's Day approaches, groundbreaking research from King's University College is shaping national conversations on employment equity. Dr. Marcie Penner, Associate Professor of Psychology, has drawn the attention of policymakers with her research on the long-term financial consequences of the gender pay gap in Canadian academia, including testimony before the House of Commons Standing Committee on Science and Research.

Dr. Penner and her interdisciplinary team from King's University and Western University explored how salary disparities compound over time, impacting not just career earnings but also pensions. Their findings show that a starting wage gap of less than \$9,000 can result in a total lifetime pay gap of **\$454,000–\$660,000**, depending on career rank. The research has been instrumental in helping faculty associations across Canada advocate for stronger pay equity measures.

"It was an honour to share my research with federal policymakers," says Dr. Penner. "As my students will attest, I am a strong proponent of giving research away to the people who can use it. Being able to present these findings to decision-makers and contribute to national discussions on pay equity was a responsibility I didn't take lightly."

Dr. Penner's research was cited in the **Council of Canadian Academies' report on equity, diversity, and inclusion** in academia, further solidifying its impact on national policy discussions. She continues to advance employment equity for women and other equity-denied groups in Canada, working alongside King's students, staff, and alumni on research initiatives aimed at improving workforce outcomes.

"The best interdisciplinary collaborations happen when people with different expertise and perspectives come together for a common goal," says Dr. Penner. "Working with my colleagues on this project was an inspiring experience, and I hope our findings continue to drive meaningful change."

About King's

King's is a public Catholic University College that provides general and honours degree programs in the liberal arts, social sciences, management, and a master's degree in social work. Institutionally autonomous, King's is academically affiliated with Western University, and King's graduates receive a Western University degree. King's is open to students of all faith backgrounds, with its community centered on the values of social justice, equality and the education of the whole person.

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