

File No. 250274

Committee Item No. \_\_\_\_\_

Board Item No. 34

## COMMITTEE/BOARD OF SUPERVISORS

### AGENDA PACKET CONTENTS LIST

Committee: \_\_\_\_\_

Date: \_\_\_\_\_

Board of Supervisors Meeting

Date: March 25, 2025

#### Cmte Board

- Motion
- Resolution
- Ordinance
- Legislative Digest
- Budget and Legislative Analyst Report
- Youth Commission Report
- Introduction Form
- Department/Agency Cover Letter and/or Report
- MOU
- Grant Information Form
- Grant Budget
- Subcontract Budget
- Contract/Agreement
- Award Letter
- Application
- Public Correspondence

#### OTHER

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Prepared by: Jocelyn Wong

Date: March 21, 2025

Prepared by: \_\_\_\_\_

Date: \_\_\_\_\_

1 [Equal Pay Day - March 25, 2025]

2

3 **Resolution declaring March 25, 2025, as Equal Pay Day in the City and County of San**  
4 **Francisco to raise public awareness of the significant and negative impact of pay**  
5 **inequity for women, particularly women of color and LGBTQIA+ people.**

6

7 WHEREAS, In 1996, the National Committee on Pay Equity (NCPE) created “National  
8 Pay Inequity Awareness Day,” now called Equal Pay Day, in order to raise public awareness  
9 of the serious monetary gap between wages paid to men and women; and

10 WHEREAS, Equal Pay Day represents the day in the current year to which women  
11 must work to earn the same as what men earned in the previous year; and

12 WHEREAS, Based on U.S. Census Bureau data, the American Association of  
13 University Women has declared March 25, 2025, as Equal Pay Day; and

14 WHEREAS, Over the years, Equal Pay Day has evolved into a year-long calendar of  
15 events to underscore the amplified impact of pay inequities on subsets of the diverse  
16 population of women workers, including Asian American, Black, Native Hawaiian, Pacific  
17 Islander, Latina, and Indigenous women, as well as part-time and seasonal workers, workers  
18 with disabilities, LGBTQIA+ people, and mothers; and

19 WHEREAS, In 2025, full-time, year-round women workers make 83% of what male  
20 workers earn while all women workers, including seasonal workers, make 75% of what male  
21 workers earn; and

22 WHEREAS, These statistics represent a widening of the gender pay gap from 2024  
23 numbers; and

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1           WHEREAS, The gender pay gap is particularly acute for women of color, with 2024  
2 data from the U.S. Department of Labor indicating that full-time Black women workers made  
3 69%, and Latina women workers made 57%, that of a full-time white male worker; and

4           WHEREAS, A review of 2024 U.S. Census Bureau data by Chamber of Commerce, a  
5 product and industry research company specializing in small business, indicates that San  
6 Francisco has the 9<sup>th</sup> highest gender pay gap amongst the 170 most populated American  
7 cities, with San Francisco women making only 83.3% of what San Francisco men make, a pay  
8 gap of over \$20,000; and

9           WHEREAS, A 2024 analysis of over 1,100 companies by S&P found that women  
10 represented a mere 25% of senior management roles and data from Pew Research notes that  
11 women continue to be overrepresented in lower-paying occupations relative to their share of  
12 the overall workforce; and

13           WHEREAS, These numbers demonstrate the continued difficulty women face in being  
14 selected for leadership roles, promotions, and other advancement opportunities that lead to  
15 higher levels of responsibility and influence; and

16           WHEREAS, Women workers face particularly acute economic challenges this year as  
17 the Trump administration launches attacks against Diversity, Equity, and Inclusion in the  
18 workplace, most significantly affecting women of color, transgender workers, workers with  
19 disabilities, federal workers, and workforce development programs that serve women and  
20 underinvested communities; and

21           WHEREAS, Past recognition of Equal Pay Day by the City and County of San  
22 Francisco has resulted in the passage and implementation of a number of measures to  
23 combat the gender pay gap, including the 2014 passage of the Equal Pay Ordinance, the  
24 2015 appointment of the Equal Pay Advisory Board to help end wage discrimination in the  
25

1 public and private sectors, and the passage of equal pay laws, transparent pay practices, paid  
2 family leave, sick days, and caregiver protections; and

3 WHEREAS, Despite these steps, the persistence and worsening of the gender pay  
4 gap, as well as increasing federal pressure to stymie efforts to address social inequities,  
5 necessitates that local policy makers continue to take bold actions to close the gap; now,  
6 therefore, be it

7 RESOLVED, That the Board of Supervisors of the City and County of San Francisco  
8 hereby declares March 25, 2025, as Equal Pay Day, in order to raise public awareness of the  
9 significant and negative impact of pay inequity for women, particularly women of color and  
10 LGBTQIA+ people.

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## Introduction Form

*(by a Member of the Board of Supervisors or the Mayor)*



I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee (Ordinance, Resolution, Motion or Charter Amendment)
- 2. Request for next printed agenda (For Adoption Without Committee Reference)  
*(Routine, non-controversial and/or commendatory matters only)*
- 3. Request for Hearing on a subject matter at Committee
- 4. Request for Letter beginning with "Supervisor  inquires..."
- 5. City Attorney Request
- 6. Call File No.  from Committee.
- 7. Budget and Legislative Analyst Request (attached written Motion)
- 8. Substitute Legislation File No.
- 9. Reactivate File No.
- 10. Topic submitted for Mayoral Appearance before the Board on

The proposed legislation should be forwarded to the following (please check all appropriate boxes):

- Small Business Commission       Youth Commission       Ethics Commission
- Planning Commission       Building Inspection Commission       Human Resources Department

General Plan Referral sent to the Planning Department (proposed legislation subject to Charter 4.105 & Admin 2A.53):

- Yes                       No

*(Note: For Imperative Agenda items (a Resolution not on the printed agenda), use the Imperative Agenda Form.)*

Sponsor(s):

Subject:

Long Title or text listed:

Signature of Sponsoring Supervisor:

**From:** [Low, Jen \(BOS\)](#)  
**To:** [BOS Legislation, \(BOS\)](#)  
**Cc:** [Melgar, Myrna \(BOS\)](#); [Burke, Robyn \(BOS\)](#); [Prager, Jackie \(BOS\)](#); [Gaona, Sasha \(BOS\)](#); [Ho, Calvin \(BOS\)](#)  
**Subject:** D7 Melgar - Resolution - Equal Pay Day – March 25, 2025  
**Date:** Wednesday, March 19, 2025 11:21:10 AM  
**Attachments:** [Melgar - Introduction Form - Resolution - Equal Pay Day – March 25, 2025.pdf](#)  
[Melgar - Resolution - Equal Pay Day – March 25, 2025.docx](#)

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Dear Clerk Staff,

Please find attached **Melgar - Resolution - Equal Pay Day – March 25, 2025**. We respectfully request that this item be scheduled for the Adoption Without Committee Reference section of the March 25, 2025 Board agenda.

I am cc'ing the other Aides to confirm co-sponsorship and the President's staff for consideration.

Thank you,

Jen

Jen Low | 羅菁霞

*pronouns: she,her/hers* ([What's this?](#))

Legislative Aide

**Supervisor Myrna Melgar**

San Francisco Board of Supervisors, District 7

**P:** 415.554.6521 | **E:** [jen.low@sfgov.org](mailto:jen.low@sfgov.org)

**From:** [Prager, Jackie \(BOS\)](#)  
**To:** [Low, Jen \(BOS\)](#); [BOS Legislation, \(BOS\)](#)  
**Subject:** Re: D7 Melgar - Resolution - Equal Pay Day – March 25, 2025  
**Date:** Wednesday, March 19, 2025 11:45:03 AM

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Confirming co-sponsorship for Supervisor Chen.

Best,

Jackie Prager  
Legislative Aide  
Office of Supervisor Chyanne Chen, District 11  
[jackie.prager@sfgov.org](mailto:jackie.prager@sfgov.org) | 415-554-6975  
Pronouns: she/her/hers

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**From:** Low, Jen (BOS) <[jen.low@sfgov.org](mailto:jen.low@sfgov.org)>  
**Sent:** Wednesday, March 19, 2025 11:21 AM  
**To:** BOS Legislation, (BOS) <[bos.legislation@sfgov.org](mailto:bos.legislation@sfgov.org)>  
**Cc:** Melgar, Myrna (BOS) <[myrna.melgar@sfgov.org](mailto:myrna.melgar@sfgov.org)>; Burke, Robyn (BOS) <[robyn.burke@sfgov.org](mailto:robyn.burke@sfgov.org)>; Prager, Jackie (BOS) <[jackie.prager@sfgov.org](mailto:jackie.prager@sfgov.org)>; Gaona, Sasha (BOS) <[sasha.gaona@sfgov.org](mailto:sasha.gaona@sfgov.org)>; Ho, Calvin (BOS) <[calvin.ho@sfgov.org](mailto:calvin.ho@sfgov.org)>  
**Subject:** D7 Melgar - Resolution - Equal Pay Day – March 25, 2025

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I am cc'ing the other Aides to confirm co-sponsorship and the President's staff for consideration.

Thank you,

Jen

Jen Low | 羅菁霞  
*pronouns: she,her/hers* ([What's this?](#))  
Legislative Aide  
**Supervisor Myrna Melgar**  
San Francisco Board of Supervisors, District 7  
**P:** 415.554.6521 | **E:** [jen.low@sfgov.org](mailto:jen.low@sfgov.org)