

File No. 240206

Committee Item No. _____

Board Item No. 24

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: _____

Date: _____

Board of Supervisors Meeting

Date: March 12, 2024

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
- Form 126 – Ethics Commission
- Award Letter
- Application
- Public Correspondence

OTHER

- _____
- _____
- _____
- _____
- _____
- _____
- _____

Prepared by: Lisa Lew

Date: March 8, 2024

Prepared by: _____

Date: _____

1 [Equal Pay Day - March 12, 2024]

2

3 **Resolution declaring March 12, 2024, as Equal Pay Day in the City and County of San**
4 **Francisco to raise public awareness about the impact of pay inequity for women,**
5 **particularly women of color and LGBTQIA+ people.**

6

7 WHEREAS, In 1996, the National Committee on Pay Equity (NCPE) originated Equal
8 Pay Day in order to raise public awareness to illustrate the gap between men’s and women’s
9 wages; and

10 WHEREAS, Originally called “National Pay Inequity Awareness Day,” Equal Pay Day
11 represents how far into the year women must work in order to earn what men have earned in
12 the previous year; and

13 WHEREAS, In 2024, women make 84 percent of what men make for full-time, year-
14 round work and women make 78 percent of what men make for all workers, including part-
15 time and seasonal workers; and

16 WHEREAS, Based on U.S. Census Bureau data, NCPE has declared March 12, 2024,
17 as Equal Pay Day, marking the current state of the gender pay gap for women; and

18 WHEREAS, Over the years, Equal Pay Day has developed into a year long calendar to
19 reflect the diversity of women workers, including Asian American, Black, Native Hawaiian,
20 Pacific Islander, Latina and Indigenous women, as well as part-time and seasonal workers,
21 LGBTQIA+ people and mothers; and

22 WHEREAS, Although Equal Pay Day was conceived as a public awareness event, it is
23 also a reminder and challenge to policy makers to take action to close the gender pay gap;
24 and

25

1 WHEREAS, In 2014, San Francisco passed the Equal Pay Ordinance and in 2015,
2 appointed the Equal Pay Advisory Board to help end wage discrimination in both the public
3 and private sectors; and

4 WHEREAS, Recognition of Equal Pay Day has led to the passage and implementation
5 of a number of critical measures to help close the gender pay gap, including equal pay laws,
6 transparent pay practices, paid family leave, sick days, and caregiver protections, but there is
7 clearly more work to do to achieve equity for all women; now, therefore, be it

8 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
9 hereby declares March 12, 2024, as Equal Pay Day, in order to raise public awareness about
10 the impact of pay inequity for women, particularly women of color and LGBTQIA+ people.

11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

Introduction Form

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

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2024 MAR -5 PM 4:42

BY 

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):

Chan

Subject:

Equal Pay Day - March 12, 2024

Long Title or text listed:

Resolution declaring March 12, 2024, as Equal Pay Day in the City and County of San Francisco to raise public awareness about the impact of pay inequity for women, particularly women of color and LGBTQIA+ people.

Signature of Sponsoring Supervisor:

