

1 [LGBTQIA+ Equal Pay Awareness Day - June 13, 2024]

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3 **Resolution declaring June 13, 2024, as LGBTQIA+ Equal Pay Awareness Day in the City**  
4 **and County of San Francisco to raise public awareness about the impact of pay**  
5 **inequity for women, particularly women of color and LGBTQIA+ people.**

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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 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, Over the years, Equal Pay Day has developed into a year long series of  
14 calendar events to reflect the diversity of women workers, including Asian American, Black,  
15 Native Hawaiian, Pacific Islander, Latina and Native women, as well as part-time and  
16 seasonal workers, LGBTQIA+ people and mothers; and

17 WHEREAS, Based on U.S. Census Bureau data, NCPE has declared June 13, 2024,  
18 as LGBTQIA+ Equal Pay Awareness Day, to reflect how far into the year LGBTQIA+  
19 individuals must work in order to earn the equivalent of what men have earned in the prior  
20 year, and

21 WHEREAS, LGBTQIA+ Equal Pay Awareness Day acknowledges that the wage gap is  
22 magnified for transgender and gender non-conforming individuals, LGBTQIA+ people of color,  
23 and other marginalized identities; and

24 WHEREAS, The UCLA Williams Institute has found that 22% of LGBTQIA+ people live  
25 in poverty, with transgender and cisgender bisexual women experiencing the

1 highest rates of poverty; and

2 WHEREAS, Although Equal Pay Day was conceived as a public awareness event, it is  
3 also a reminder and challenge to policy makers to take action to support closing the wage  
4 equity pay gap, particularly for LGBTQIA+ people; and

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

8 WHEREAS, Equal Pay Day has led to the passage and implementation of a number of  
9 critical measures to help close the gender pay gap, including equal pay laws, transparent pay  
10 practices, paid family leave, sick days, and caregiver protections, but there is clearly more  
11 work to do to achieve equity for all workers; and

12 WHEREAS, In 2024, LGBTQIA+ Equal Pay Awareness Day seeks to raise awareness  
13 of the Equality Act, which codifies non-discrimination on the basis of sex, gender, gender  
14 identity, sexual characteristics, and sexual orientation in housing, employment, education,  
15 finance, and public accommodation into national policy; and the LGBTQIA Data Inclusion Act,  
16 which directs federal agencies to incorporate standard measures of sexual orientation and  
17 gender identity into their data collection tools; now, therefore, be it

18 RESOLVED, That the Board of Supervisors of the City and County of San Francisco  
19 hereby declares June 13, 2024, as LGBTQIA+ Equal Pay Day, in order to raise public  
20 awareness about the impact of pay inequity for women, particularly women of color and  
21 LGBTQIA+ people.

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