

1 [Black Women’s Equal Pay Day - July 9, 2024]

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3 **Resolution declaring July 9, 2024, as Black Women’s Equal Pay Day in the City and**
4 **County of San Francisco, to raise public awareness about the impact of pay inequity**
5 **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, In 2024, women make 84% of what men make for full-time, year-round
14 work and women make 78% of what men make for all workers, including part-time and
15 seasonal workers; and

16 WHEREAS, Based on U.S. Census Bureau data, NCPE has declared July 9, 2024, as
17 Equal Pay Day for Black women, to reflect how far into the year they must work in order to
18 earn the equivalent of what men have earned in the prior year; and

19 WHEREAS, Black women, compared to non-Hispanic white men, earn 69 cents to
20 every dollar for full time, year-round work; and

21 WHEREAS, This wage gap widens to 66 cents when looking at all Black women
22 earners, including full-time, part-time, and part-year workers, as compared to all working non-
23 Hispanic white men; and

24 WHEREAS, During the first three months of the economic downturn during the
25 COVID 19 pandemic, employment for Black and Latinx women fell by over 20%

1 more than three times the decline in employment for white men; 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 close the gender pay gap;
4 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, Recognition of Equal Pay Day has led to the passage and implementation
9 of a number of critical measures to help close the gender pay gap, including equal pay laws,
10 transparent pay practices, paid family leave, sick days, and caregiver protections, but there is
11 clearly more work to do to achieve equity for all women; now, therefore, be it

12 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
13 hereby declares July 9, 2024, as Black Women’s Equal Pay Day, in order to raise public
14 awareness about the impact of pay inequity for women, particularly women of color and
15 LGBTQIA+ people.

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