

1 [Equal Pay Day - April 14, 2015]

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3 **Resolution declaring April 14, 2015, as Equal Pay Day in the City and County of San**  
4 **Francisco, commending American Association of University Women for its leadership**  
5 **in advancing public awareness about Equal Pay Day, and encouraging action to close**  
6 **the gender pay gap.**

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8 WHEREAS, According to United States Bureau of Labor Statistics, full-time employed  
9 women, on average, earn roughly 78¢ for every dollar men earn, leading to a lifetime pay loss  
10 of \$700,000 for a female high school graduate, \$1,200,000 for a college graduate, and  
11 \$2,000,000 for a professional school graduate; and

12 WHEREAS, In San Francisco, women earn on average 87¢ for every dollar men make,  
13 a testament to ongoing efforts towards pay equity in San Francisco; and

14 WHEREAS, The date of April 14, Equal Pay Day, symbolizes how far into 2015 women  
15 must work to earn what men earned in 2014, and, since 1996, this day in April has been noted  
16 as part of an important public awareness event to highlight gender and racial wage gaps that  
17 persist to the detriment of more than half of the American labor force; and

18 WHEREAS, Nearly four in ten mothers are primary breadwinners in their households,  
19 and nearly two-thirds are significant earners, making pay equity critical to families' economic  
20 security, yet working mothers are often penalized for having children while fatherhood  
21 generally boosts a man's career; and

22 WHEREAS, American Association of University Women (AAUW), a non-profit, non-  
23 partisan organization empowering women since 1881, provides a short guide, *The Simple*  
24 *Truth about the Gender Pay Gap, 2015 Edition*, for understanding the wage gap challenges;

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1 and published *Graduating to a Pay Gap: The Earnings of Women and Men One Year after*  
2 *College Graduation* (2012); and

3 WHEREAS, The San Francisco Branch of American Association of University Women  
4 (AAUW San Francisco), has been empowering women and girls for over 130 years through  
5 advocacy, education, research and philanthropy in order to promote equity for all women and  
6 girls, lifelong education, and positive societal change; and

7 WHEREAS, The Board of Supervisors and Mayor Edwin M. Lee further committed to  
8 pay equity in the public and private sector by adopting the Equal Pay Ordinance in 2014 and,  
9 along with the Commission on the Status of Women, appointing the Equal Pay Advisory  
10 Board in 2015 to help end wage discrimination; and

11 WHEREAS, At the 2015 Gender Equality Principles Challenge, organized by the  
12 Department on the Status of Women, Gap Inc., a San Francisco-headquartered company,  
13 was recognized for initiating an equal pay study that found pay equity within all levels of the  
14 company; and

15 WHEREAS, San Francisco urges its citizens to recognize the full value of women's  
16 skills and significant contributions to the labor force, and further encourages businesses to  
17 conduct an internal pay evaluation to ensure women are being paid fairly; now, therefore, be it

18 RESOLVED, That the City and County of San Francisco declares April 14, 2015, Equal  
19 Pay Day in the City and County of San Francisco; and, be it

20 FURTHER RESOLVED, That the San Francisco Board of Supervisors commends  
21 American Association of University Women, San Francisco, for its leadership in advancing  
22 public awareness about Equal Pay Day and encouraging action to close the gender pay gap.

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