

1 [Equal Pay Day - March 12, 2024]

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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.**

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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’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

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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.

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