

File No. 240650

Committee Item No. _____

Board Item No. 74

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: _____

Date: _____

Board of Supervisors Meeting

Date: June 11, 2024

Cmte Board

- Motion
- Resolution
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- 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

- _____
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Prepared by: Lisa Lew

Date: June 7, 2024

Prepared by: _____

Date: _____

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

2

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.**

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 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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Introduction Form

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



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, Mandelman, Dorsey

Subject:

LGBTQIA+ Equal Pay Awareness Day – June 13, 2024

Long Title or text listed:

Resolution declaring June 13, 2024, as LGBTQIA+ Equal Pay Awareness 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: