

1 [AANHPI Equal Pay Day - April 3, 2024]

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3 **Resolution declaring April 3, 2024, as Asian American, Native Hawaiian, Pacific Islander**
4 **(AANHPI) Equal Pay Day in the City and County of San Francisco to raise public**
5 **awareness about the impact of pay inequity for women, particularly women of color**
6 **and LGBTQIA+ people.**

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8 WHEREAS, In 1996, the National Committee on Pay Equity (NCPE) originated Equal
9 Pay Day in order to raise public awareness to illustrate the gap between men’s and women’s
10 wages; and

11 WHEREAS, Originally called “National Pay Inequity Awareness Day,” Equal Pay Day
12 represents how far into the year women must work in order to earn what men have earned in
13 the previous year; and

14 WHEREAS, In 2024, women make 84 percent of what men make for full-time, year-
15 round work and women make 78 percent of what men make for all workers, including part-
16 time and seasonal workers; and

17 WHEREAS, Based on U.S. Census Bureau data, NCPE has declared March 12, 2024,
18 as Equal Pay Day, marking the current state of the gender pay gap for women; and

19 WHEREAS, Over the years, Equal Pay Day has developed into a year long calendar to
20 reflect the diversity of women workers, including Asian American, Black, Native Hawaiian,
21 Pacific Islander, Latina and Indigenous women, as well as part-time and seasonal workers,
22 LGBTQIA+ people and mothers; and

23 WHEREAS, Based on census data, April 3, 2024, is declared Asian American, Native
24 Hawaiian, Pacific Islander (AANHPI) Equal Pay Day; and

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1 WHEREAS, AANHPI women earn 80 cents for “all earners” (full-time, year-round +
2 part-time and part-year) and 93 cents for full time year-round workers when compared to their
3 male counterparts.

4 WHEREAS, Native Hawaiian and Pacific Islander women in particular face tremendous
5 economic disparities, including stark wage gap inequities that can vary widely by state.
6 Bangladeshi, Nepalese, and Burmese women are some of the lowest paid people in the
7 nation.

8 WHEREAS, Although Equal Pay Day was conceived as a public awareness event, it is
9 also a reminder and challenge to policy makers to take action to close the gender pay gap;
10 and

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

14 WHEREAS, Recognition of Equal Pay Day has led to the passage and implementation
15 of a number of critical measures to help close the gender pay gap, including equal pay laws,
16 transparent pay practices, paid family leave, sick days, and caregiver protections, but there is
17 clearly more work to do to achieve equity for all women; now, therefore, be it

18 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
19 hereby declares April 3, 2024, as Asian American, Native Hawaiian, Pacific Islander
20 (AANHPI) Equal Pay Day, in order to raise public awareness about the impact of pay inequity
21 for women, particularly women of color and LGBTQIA+ people.

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