

1 [Equal Pay Day - March 25, 2025]

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3 **Resolution declaring March 25, 2025, as Equal Pay Day in the City and County of San**
4 **Francisco to raise public awareness of the significant and negative impact of pay**
5 **inequity for women, particularly women of color and LGBTQIA+ people.**

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7 WHEREAS, In 1996, the National Committee on Pay Equity (NCPE) created “National
8 Pay Inequity Awareness Day,” now called Equal Pay Day, in order to raise public awareness
9 of the serious monetary gap between wages paid to men and women; and

10 WHEREAS, Equal Pay Day represents the day in the current year to which women
11 must work to earn the same as what men earned in the previous year; and

12 WHEREAS, Based on U.S. Census Bureau data, the American Association of
13 University Women has declared March 25, 2025, as Equal Pay Day; and

14 WHEREAS, Over the years, Equal Pay Day has evolved into a year-long calendar of
15 events to underscore the amplified impact of pay inequities on subsets of the diverse
16 population of women workers, including Asian American, Black, Native Hawaiian, Pacific
17 Islander, Latina, and Indigenous women, as well as part-time and seasonal workers, workers
18 with disabilities, LGBTQIA+ people, and mothers; and

19 WHEREAS, In 2025, full-time, year-round women workers make 83% of what male
20 workers earn while all women workers, including seasonal workers, make 75% of what male
21 workers earn; and

22 WHEREAS, These statistics represent a widening of the gender pay gap from 2024
23 numbers; and

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1 WHEREAS, The gender pay gap is particularly acute for women of color, with 2024
2 data from the U.S. Department of Labor indicating that full-time Black women workers made
3 69%, and Latina women workers made 57%, that of a full-time white male worker; and

4 WHEREAS, A review of 2024 U.S. Census Bureau data by Chamber of Commerce, a
5 product and industry research company specializing in small business, indicates that San
6 Francisco has the 9th highest gender pay gap amongst the 170 most populated American
7 cities, with San Francisco women making only 83.3% of what San Francisco men make, a pay
8 gap of over \$20,000; and

9 WHEREAS, A 2024 analysis of over 1,100 companies by S&P found that women
10 represented a mere 25% of senior management roles and data from Pew Research notes that
11 women continue to be overrepresented in lower-paying occupations relative to their share of
12 the overall workforce; and

13 WHEREAS, These numbers demonstrate the continued difficulty women face in being
14 selected for leadership roles, promotions, and other advancement opportunities that lead to
15 higher levels of responsibility and influence; and

16 WHEREAS, Women workers face particularly acute economic challenges this year as
17 the Trump administration launches attacks against Diversity, Equity, and Inclusion in the
18 workplace, most significantly affecting women of color, transgender workers, workers with
19 disabilities, federal workers, and workforce development programs that serve women and
20 underinvested communities; and

21 WHEREAS, Past recognition of Equal Pay Day by the City and County of San
22 Francisco has resulted in the passage and implementation of a number of measures to
23 combat the gender pay gap, including the 2014 passage of the Equal Pay Ordinance, the
24 2015 appointment of the Equal Pay Advisory Board to help end wage discrimination in the
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1 public and private sectors, and the passage of equal pay laws, transparent pay practices, paid
2 family leave, sick days, and caregiver protections; and

3 WHEREAS, Despite these steps, the persistence and worsening of the gender pay
4 gap, as well as increasing federal pressure to stymie efforts to address social inequities,
5 necessitates that local policy makers continue to take bold actions to close the gap; now,
6 therefore, be it

7 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
8 hereby declares March 25, 2025, as Equal Pay Day, in order to raise public awareness of the
9 significant and negative impact of pay inequity for women, particularly women of color and
10 LGBTQIA+ people.

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