

File No. 150355

Committee Item No. _____

Board Item No. 31

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: _____

Date _____

Board of Supervisors Meeting

Date April 14, 2015

Cmte Board

- | | | |
|--------------------------|-------------------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Resolution |
| <input type="checkbox"/> | <input type="checkbox"/> | Ordinance |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Introduction Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/> | <input type="checkbox"/> | MOU |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Information Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Subcontract Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Contract/Agreement |
| <input type="checkbox"/> | <input type="checkbox"/> | Form 126 – Ethics Commission |
| <input type="checkbox"/> | <input type="checkbox"/> | Award Letter |
| <input type="checkbox"/> | <input type="checkbox"/> | Application |
| <input type="checkbox"/> | <input type="checkbox"/> | Public Correspondence |

OTHER (Use back side if additional space is needed)

<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
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<input type="checkbox"/>	<input type="checkbox"/>	_____

Completed by: John Carroll Date April 9, 2015

Completed by: _____ Date _____

1 [Equal Pay Day - April 14, 2015]

2
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.**

7
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;

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.
23
24
25

Introduction Form

By a Member of the Board of Supervisors or the Mayor

Time stamp
or meeting date

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee. (An Ordinance, Resolution, Motion, or Charter Amendment)
- 2. Request for next printed agenda Without Reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning "Supervisor [] inquires"
- 5. City Attorney request.
- 6. Call File No. [] from Committee.
- 7. Budget Analyst request (attach written motion).
- 8. Substitute Legislation File No. []
- 9. Reactivate File No. []
- 10. Question(s) submitted for Mayoral Appearance before the BOS on []

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

- Small Business Commission
- Youth Commission
- Ethics Commission
- Planning Commission
- Building Inspection Commission

Note: For the Imperative Agenda (a resolution not on the printed agenda), use a Imperative Form.

Sponsor(s):

Breed, christensen, Cohen, TASH, CAMPOS, KIM

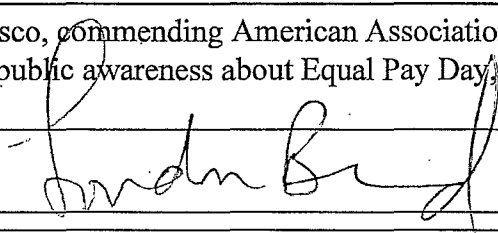
Subject:

Declaring April 14, 2015 as Equal Pay Day in San Francisco

The text is listed below or attached:

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

Signature of Sponsoring Supervisor: _____



For Clerk's Use Only: