



SR0158

LRB104 12651 LAW 23380 r

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SENATE RESOLUTION

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WHEREAS, The future of our nation's productivity and
3 competitiveness in the global marketplace depends on the
4 success of all men and women; and

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WHEREAS, Women have been discriminated against in
6 education, the workplace, and society as a whole; and

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WHEREAS, Equal Pay Day, started by the National Committee
8 on Pay Equity (NCPE) in 1996, was created with the goal of
9 raising awareness about the gender wage gap; this symbolic day
10 further highlights and combats the impact of pay inequities
11 through U.S. Census data, which has revealed that women
12 working full-time and year-round are paid 83% of what men are
13 paid, and all workers, including part-time and seasonal, are
14 paid 75% of what men are paid; and

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WHEREAS, In 2022, changes were made to the methodology,
16 and The Equal Pay Day Calendar now encompasses a broader
17 cross-section of women, including those who work part-time or
18 seasonally, to represent a more accurate picture of how the
19 gender pay gap impacts diverse communities; the COVID-19
20 pandemic pushed many women, especially women of color, into
21 part-time or seasonal work or out of the workforce all
22 together; because of this, past methods of calculating the

1 wage gap fell short of accurately capturing the full picture;
2 with the new inclusive methodology, we can advocate on behalf
3 of all women in the workforce; and

4 WHEREAS, Because the pay gap varies significantly among
5 different communities, other Equal Pay Days have been added to
6 the calendar over the years to reflect the fact that many women
7 must work far longer into the year to catch up to men; and

8 WHEREAS, Equal Pay Day, which represents all women, is to
9 be celebrated on March 25 this year; and

10 WHEREAS, Asian American, Native Hawaiian, and Pacific
11 Islander (AANHPI) Women's Equal Pay Day is April 7 this year;
12 AANHPI women working full-time and year-round are paid 94
13 cents, and all earners, including part-time and seasonal, are
14 paid 83 cents for every dollar paid to non-Hispanic white men;
15 and

16 WHEREAS, Moms' Equal Pay Day is May 6 this year; mothers
17 working full-time and year-round are paid 71 cents, and all
18 earners, including part-time and seasonal, are paid 63 cents
19 for every dollar paid to fathers; and

20 WHEREAS, LGBTQIA+ Equal Pay Awareness Day is June 17 this
21 year; this day raises awareness about the wage gap experienced

1 by the LGBTQIA+ community; and

2 WHEREAS, Black Women's Equal Pay Day is July 10 this year;
3 Black women working full-time and year-round are paid 66
4 cents, and all earners, including part-time and seasonal, are
5 paid 64 cents for every dollar paid to non-Hispanic white men;
6 and

7 WHEREAS, Native Hawaiian and Pacific Islander (NHPI)
8 Women's Equal Pay Day is August 28 this year; NHPI women
9 working full-time and year-round are paid 65 cents, and all
10 earners, including part-time and seasonal, are paid 61 cents
11 for every dollar paid to non-Hispanic white men; and

12 WHEREAS, Latina Equal Pay Day is October 8 this year;
13 Latinas working full-time and year-round are paid 58 cents,
14 and all earners, including part-time and seasonal, are paid 51
15 cents for every dollar paid to non-Hispanic white men; and

16 WHEREAS, Disabled Women's Equal Pay Day is October 23 this
17 year; disabled women working full-time and year-round are paid
18 72 cents, and all earners, including part-time and seasonal,
19 are paid 50 cents for every dollar paid to non-Hispanic white
20 men; and

21 WHEREAS, Native Women's Equal Pay Day is November 18 this

1 year; Native women working full-time and year-round are paid
2 58 cents, and all earners, including part-time and seasonal,
3 are paid 52 cents for every dollar paid to non-Hispanic white
4 men; and

5 WHEREAS, The pay gap has been shown to start as soon as one
6 year after college, and this inequality affects not only women
7 but also their families and society as a whole; and

8 WHEREAS, The pay gap between women and men has long-term
9 effects on women's economic security, and such a gap affects
10 women's Social Security earnings, their ability to save for
11 retirement, and their children's education; and

12 WHEREAS, Pay equity is closely linked to the eradication
13 of poverty and is essential to having a highly-motivated
14 workforce; and

15 WHEREAS, Equal pay is a priority for all women and for our
16 society at large; therefore, be it

17 RESOLVED, BY THE SENATE OF THE ONE HUNDRED FOURTH GENERAL
18 ASSEMBLY OF THE STATE OF ILLINOIS, that we declare March 25,
19 2025 as Equal Pay Day in the State of Illinois; and be it
20 further

1 RESOLVED, That we encourage the citizens of this State to
2 learn about the pay gap that women experience in society and to
3 learn about these various dates that bring attention to the
4 pay gap that specific groups experience.