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SENATE RESOLUTION

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

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

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WHEREAS, Equal Pay Day, representing all women, is celebrated this year on March 12; this date is based on U.S. Census figures showing that the average woman who works full-time is paid on average just 84% of the typical man's pay; started by the National Committee on Pay Equity (NCPE) in 1996, the goal of Equal Pay Day is to raise awareness about the gender wage gap; and

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

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1 with the new inclusive methodology, we can advocate on behalf
2 of all women in the workforce; and

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

7 WHEREAS, LGBTQIA+ Equal Pay Awareness Day is June 15; this
8 day raises awareness about the wage gap experienced by the
9 LGBTQIA+ community; and

10 WHEREAS, Black Women's Equal Pay Day is July 27; Black
11 women working full-time and year-round are paid 69 cents, and
12 all earners (including part-time and seasonal) are paid 66
13 cents for every dollar paid to non-Hispanic white men; and

14 WHEREAS, Moms' Equal Pay Day is August 15; moms working
15 full-time and year-round are paid 74 cents, and all earners
16 (including part-time and seasonal) are paid 62 cents for every
17 dollar paid to dads; and

18 WHEREAS, Latina's Equal Pay Day is October 5; Latina women
19 working full-time and year-round are paid 57 cents, and all
20 earners (including part-time and seasonal) are paid 52 cents
21 for every dollar paid to non-Hispanic white men; and

1 WHEREAS, Native Women's Equal Pay Day is November 30;
2 Native women working full-time and year-round are paid 59
3 cents, and all earners (including part-time and seasonal) are
4 paid 55 cents for every dollar paid to non-Hispanic white men;
5 and

6 WHEREAS, Asian American, Native Hawaiian and Pacific
7 Islander Women's Equal Pay Day is also held each year on April
8 5; Asian American women working full-time and year-round are
9 paid 99 cents, and all earners (including part-time and
10 seasonal) are paid 89 cents for every dollar paid to
11 non-Hispanic white men; Native Hawaiian and Pacific Islander
12 women working full-time and year-round are paid 65 cents, and
13 all earners (including part-time and seasonal) are paid 61
14 cents for ever dollar paid to non-Hispanic white men; and

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

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

1 WHEREAS, Pay equity is closely linked to the eradication
2 of poverty and is essential to having a highly-motivated
3 workforce; and

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

6 RESOLVED, BY THE SENATE OF THE ONE HUNDRED THIRD GENERAL
7 ASSEMBLY OF THE STATE OF ILLINOIS, that we declare March 12,
8 2024 as "Equal Pay Day" in the State of Illinois; and be it
9 further

10 RESOLVED, That we encourage the citizens of this State to
11 learn about the pay gap that women experience in society and to
12 learn about these various dates that bring attention to the
13 pay gap that specific groups experience.