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HOUSE RESOLUTION

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

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

WHEREAS, Nationally, women working full time and year round continue to earn no more than 82 cents on the dollar compared to men working full time and year round; in Illinois, women earn 81 cents on the dollar compared to men; and

WHEREAS, The wage gap is even greater for most women of color; Black women earn 63 cents on the dollar, Native American women earn 60 cents on the dollar, and Latina women earn 55 cents on the dollar; and

WHEREAS, By comparison, in 2020, women earned no more than 80 cents on the dollar; women in Illinois earned 79 cents on the dollar; Black women earned 61 cents on the dollar; Latina women earned 53 cents on the dollar; women did not receive equal pay for 12 months of work in 2019 until March 31, 2020; and

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

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

8 WHEREAS, Pay equity is closely linked to the eradication
9 of poverty and is essential to having a highly-motivated
10 workforce; and

11 WHEREAS, Equal Pay Day was originated by the National
12 Committee on Pay Equity in 1996 as a public awareness event to
13 illustrate the gap between men's and women's wages; the day
14 symbolizes how far into the year a woman must work, on average,
15 to earn as much as a man earned the previous year, with Tuesday
16 being the day in which women's wages catch up to men's wages
17 from the previous week; because women earn less on average
18 than men, they must work longer for the same amount of pay;
19 this wage gap is even greater for most women of color; although
20 Equal Pay Day represents all women, Black Women's Equal Pay
21 Day is August 3, 2021, Native American Women's Equal Pay Day is
22 September 8, 2021, and Latina Equal Pay Day is October 21,
23 2021; and

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

3 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE
4 HUNDRED SECOND GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that
5 we declare March 24, 2021 as Equal Pay Day in the State of
6 Illinois in order to raise awareness about this endemic
7 inequity.