



SR0925

LRB102 26858 LAW 37904 r

1 SENATE RESOLUTION

2 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

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

7 WHEREAS, Nationally, women working full time and year
8 round continue to earn no more than 83 cents on the dollar
9 compared to men working full time and year round; and

10 WHEREAS, The wage gap is even greater for most women of
11 color; Asian American and Pacific Islander women earn 75 cents
12 on the dollar; Black women earn 58 cents on the dollar; Native
13 American women earn 50 cents on the dollar; Latina women earn
14 49 cents on the dollar; 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

1 retirement, and their children's education; and

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

5 WHEREAS, Equal Pay Day was originated by the National
6 Committee on Pay Equity in 1996 as a public awareness event to
7 illustrate the gap between men's and women's wages; the day
8 symbolizes how far into the year a woman must work, on average,
9 to earn as much as a man earned the previous year, with Tuesday
10 being the day in which women's wages catch up to men's wages
11 from the previous week; because women earn less on average
12 than men, they must work longer for the same amount of pay;
13 this wage gap is even greater for most women of color; and

14 WHEREAS, Although Equal Pay Day represents all women,
15 Asian American, Native Hawaiian, and Pacific Islander Women's
16 Equal Pay Day is May 3, 2022, Black Women's Equal Pay Day is
17 September 21, 2022, Native American Women's Equal Pay Day is
18 November 30, 2022, and Latina Equal Pay Day is December 8,
19 2022; and

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

1 RESOLVED, BY THE SENATE OF THE ONE HUNDRED SECOND GENERAL
2 ASSEMBLY OF THE STATE OF ILLINOIS, that we declare March 15,
3 2022 as Equal Pay Day in the State of Illinois in order to
4 raise awareness about this endemic inequity.