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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, representing all women, is
8 celebrated each year on March 14; this date is based on U.S.
9 Census figures showing that the average woman who works
10 full-time is paid on average just 84% of the typical man's pay;
11 started by the National Committee on Pay Equity (NCPE) in
12 1996, the goal of Equal Pay Day is to raise awareness about the
13 gender wage gap; and

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

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 67 cents, and
12 all earners (including part-time and seasonal) are paid 64
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 54 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 57
3 cents, and all earners (including part-time and seasonal) are
4 paid 51 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 to
8 reflect how Asian American, Native Hawaiian and Pacific
9 Islander women working full-time and year-round are paid 92
10 cents, and all earners (including part-time and seasonal) are
11 paid 80 cents for every dollar paid to non-Hispanic white men;
12 and

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

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

20 WHEREAS, Pay equity is closely linked to the eradication
21 of poverty and is essential to having a highly-motivated

1 workforce; and

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

4 RESOLVED, BY THE SENATE OF THE ONE HUNDRED THIRD GENERAL
5 ASSEMBLY OF THE STATE OF ILLINOIS, that we declare March 14,
6 2023 as "Equal Pay Day" in the State of Illinois; and be it
7 further

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