

# Proclamation

## Equal Pay Day

**WHEREAS**, more than 50 years after the passage of the Equal Pay Act, women, especially minority women, continue to suffer the consequences of unequal pay; and

**WHEREAS**, according to the U.S. Census Bureau, women working full time, year-round in 2021 typically earned 82 percent of what men earned, indicating little change or progress in pay equity; and

**WHEREAS**, according to Graduating to a Pay Gap, a 2012 research report by the American Association of University Women (AAUW), the gender pay gap is evident one year after college graduation, even after controlling for factors known to affect earnings, such as occupation, hours worked, and college major; and

**WHEREAS**, in 2009 the Lilly Ledbetter Fair Pay Act was signed into law, which gives back to employees their day in court to challenge a pay gap, and now we must pass the Paycheck Fairness Act, which would amend the Equal Pay Act by closing loopholes and improving the law's effectiveness; and

**WHEREAS**, according to one estimate, college-educated women working full time earn more than a half million dollars less than their male peers do over the course of a lifetime; and

**WHEREAS**, nearly four in 10 mothers are primary breadwinners in their households, and nearly two-thirds are primary or significant earners, making pay equity critical to families' economic security; and

**WHEREAS**, a lifetime of lower pay means women have less income to save for retirement and less income counted in a Social Security or pension benefit formula; and

**WHEREAS**, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

**WHEREAS**, fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

**WHEREAS**, Wednesday, March 24, symbolizes the time in 2021 when the wages paid to American women catch up to the wages paid to men from the previous year,

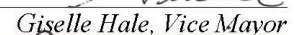
**NOW THEREFORE, BE IT RESOLVED THAT I, DIANE HOWARD, MAYOR OF REDWOOD CITY**, on behalf of the City Council and the people of Redwood City, do hereby proclaim March 24, 2021 as Equal Pay Day in the City of Redwood City and urge the citizens of Redwood City to recognize the full value of women's skills and significant contributions to the labor force and further encourages businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

Date: March 24, 2021

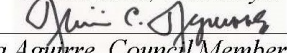




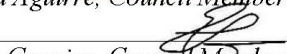
Diane Howard, Mayor



Giselle Hale, Vice Mayor



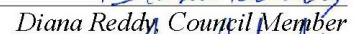
Alicia Aguirre, Council Member



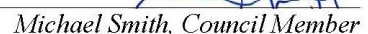
Lissette Espinoza-Garnica, Council Member



Jeff Gee, Council Member



Diana Reddy, Council Member



Michael Smith, Council Member