

SENATE RESOLUTION NO. 193

WHEREAS, March 24, 2021, is Equal Pay Day in the United States, when individuals across the nation are raising awareness of the wage gap that persists despite the passage of the Equal Pay Act of 1963, nearly 60 years ago; and

WHEREAS, Equal Pay Day represents how far into the current year women must work to earn what men were paid by the end of the previous year; for every dollar that White, non-Hispanic men made by December 31, 2020, women of all races earned, on average, only 82 cents; and

WHEREAS, The annual difference in income between women and men working full-time, year-round, is over \$10,000, which can add up to more than \$400,000 over the course of a career; the disparities are even greater for most women of color; while Asian American women made 85 cents, slightly higher than the average of all women, recent data from the Census Bureau show that African American women made 61 cents, Native Hawaiian and Pacific Islander women made 59 cents, American Indian and Native Alaskan women made 58 cents, and Hispanic women made 53 cents compared to every dollar made by White, non-Hispanic males; moreover, nearly two-thirds of workers who are paid the minimum wage or less are women; and

WHEREAS, A wage gap exists in nearly every occupational field, and women are often paid less than men with lower levels of education; in addition, a majority of private sector workers report that employers either prohibit or discourage them from discussing their pay, which can keep the existence of pay disparity hidden and prevent remedying that discrimination; and

WHEREAS, When women are paid equally, families prosper and the economy is strengthened, and Equal Pay Day highlights the need for policies that address the real causes and consequences of wage inequality; now, therefore, be it

RESOLVED, That the Senate of the State of Texas, 87th Legislature, hereby recognize March 24, 2021, as Equal Pay Day in Texas and call for all Texans to support the essential goal of equal pay for equal work.

Menéndez, Eckhardt
Gutierrez, Powell
West, Zaffirini

Member, Texas Senate

Member, Texas Senate

Member, Texas Senate

Member, Texas Senate

Member, Texas Senate

Member, Texas Senate

President of the Senate

I hereby certify that the above Resolution was adopted by the Senate on March 24, 2021.

Secretary of the Senate