

RESOLUTION IN SUPPORT OF EQUAL PAY IN CALIFORNIA COMMUNITY COLLEGES

- WHEREAS, California Community Colleges, the largest system of higher education in the country with more than 2.1 million students at 116 colleges, serves the most diverse student population of any system of higher education in the State; and
- WHEREAS, The open-access mission of the California Community Colleges provides a path for economic and social mobility for its students, 43% of whom are the first in their families to attend an institution of higher education and 53% of enrolled students identify as female; and
- WHEREAS, The California Community College system is composed of 58% female employees across administrators, tenured faculty, part-time faculty and classified employees; and
- WHEREAS, The #EqualPayCA is a campaign led by First Partner Jennifer Siebel Newsom in partnership with The California Commission on the Status of Women and Girls (CCSWG) focused on closing the pay gap in California; and
- WHEREAS, California has the strongest equal pay laws in the nation, but we recognize that change doesn't happen without education and implementation; and
- WHEREAS, The #EqualPayCA campaign proposes closing the wage gap by promoting and distributing new resources from the CCSWG's Pay Equity Task Force, raising awareness about the pay gap and challenging businesses to commit to pay equity in the workplace through the CA Pay Equity Pledge; and
- WHEREAS, Existing California law regulates the payment of compensation to employees by employers; and
- WHEREAS, The Equal Pay Act prohibits an employer from paying any of its employees wage rates that are less than what it pays employees of the opposite sex, or of another race, or of another ethnicity for substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions; and
- WHEREAS, In 2019, the California wage gap data by race/ethnicity from the National Women's Law Center as compared to white men showed that California white women earn 80 cents, Asian women earn 75 cents, Black women earn 60 cents, Latinas earn 43 cents, to every dollar earned by white men; and
- WHEREAS, The Commission on status of Women reports that there is gender gap in 97% of occupations; and
- WHEREAS, By tackling unequal pay, an employer can increase efficiency and productivity because you attract a larger pool of applicants to choose from; and

- WHEREAS, Forty one percent (41%) of mothers are the sole or primary breadwinners in their families and make on the average, 69 cents to the dollar, as compared to fathers; and
- WHEREAS, Based on today's wage gap, women lose \$407,760 over the course of a 40 year career; and
- WHEREAS, The pay gap is widest for women ages 55-64 indicating that the pay gap follows women into retirement; and
- WHEREAS, The disparity in earning has a significant impact on the economic security and welfare of working women and their families; now, therefore, be it
- RESOLVED, That the California Community Colleges Women's Caucus hereby urges the elimination of any wage gap based on gender, and supports the #EqualPayCA campaign led by First Partner Jennifer Siebel Newsom in partnership with The California Commission on the Status of Women and Girls (CCSWG) focused on closing the pay gap in California; and be it further
- RESOLVED, That the California Community Colleges Women's Caucus call for California Community College District Boards join First Partner Jennifer Siebel Newsom #EqualPayCA pledge and advance the implementation the California Fair Pay Act by:
- a) Conducting an annual district gender pay analysis;
 - b) Conducting regional analysis of gender pay for exempt employees;
 - c) Reviewing hiring and promotion processes to reduce bias and barriers;
 - d) Sharing information about the California Fair Pay Act with employees;
 - e) Identifying and promoting best practices that will help close the pay gap, including clear processes against retaliation.