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LRB104 21141 LAW 35463 r

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HOUSE 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, started by the National Committee  
8 on Pay Equity (NCPE) in 1996, was created with the goal of  
9 raising awareness about the gender wage gap; this symbolic day  
10 further highlights and combats the impact of pay inequities  
11 through U.S. Census data, which has revealed that women  
12 working full-time and year-round are paid 81% of what men are  
13 paid, and all workers, including part-time and seasonal, are  
14 paid 76% of what men are paid; and

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

1 wage gap fell short of accurately capturing the full picture;  
2 with the new inclusive methodology, we can advocate on behalf  
3 of all women in the workforce; and

4 WHEREAS, Because the pay gap varies significantly among  
5 different communities, other Equal Pay Days have been added to  
6 the calendar over the years to reflect the fact that many women  
7 must work far longer into the year to catch up to men; and

8 WHEREAS, Equal Pay Day, which represents all women, is to  
9 be celebrated on March 26 this year; and

10 WHEREAS, Asian American, Native Hawaiian, and Pacific  
11 Islander (AANHPI) Women's Equal Pay Day is April 7 this year;  
12 AANHPI women working full-time and year-round are paid 95  
13 cents, and all earners, including part-time and seasonal, are  
14 paid 83 cents for every dollar paid to non-Hispanic white men;  
15 and

16 WHEREAS, LGBTQIA+ Equal Pay Awareness Day is June 17 this  
17 year; this day raises awareness about the wage gap experienced  
18 by the LGBTQIA+ community; and

19 WHEREAS, Black Women's Equal Pay Day is July 21 this year;  
20 Black women working full-time and year-round are paid 65  
21 cents, and all earners, including part-time and seasonal, are

1 paid 63 cents for every dollar paid to non-Hispanic white men;  
2 and

3 WHEREAS, Moms' Equal Pay Day is August 6 this year;  
4 mothers working full-time and year-round are paid 74 cents,  
5 and all earners, including part-time and seasonal, are paid 64  
6 cents for every dollar paid to fathers; and

7 WHEREAS, Native Hawaiian and Pacific Islander (NHPI)  
8 Women's Equal Pay Day is September 15 this year; NHPI women  
9 working full-time and year-round are paid 67 cents, and all  
10 earners, including part-time and seasonal, are paid 59 cents  
11 for every dollar paid to non-Hispanic white men; and

12 WHEREAS, Latina Equal Pay Day is October 8 this year;  
13 Latinas working full-time and year-round are paid 58 cents,  
14 and all earners, including part-time and seasonal, are paid 54  
15 cents for every dollar paid to non-Hispanic white men; and

16 WHEREAS, Disabled Women's Equal Pay Day is October 20 this  
17 year; disabled women working full-time and year-round are paid  
18 68 cents, and all earners, including part-time and seasonal,  
19 are paid 56 cents for every dollar paid to non-Hispanic white  
20 men; and

21 WHEREAS, Native Women's Equal Pay Day is November 19 this

1 year; Native women working full-time and year-round are paid  
2 58 cents, and all earners, including part-time and seasonal,  
3 are paid 53 cents for every dollar paid to non-Hispanic white  
4 men; and

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

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

12 WHEREAS, Pay equity is closely linked to the eradication  
13 of poverty and is essential to having a highly-motivated  
14 workforce; and

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

17 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE  
18 HUNDRED FOURTH GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that  
19 we declare March 26, 2026 as Equal Pay Day in the State of  
20 Illinois; and be it further

1           RESOLVED, That we encourage the citizens of this State to  
2           learn about the pay gap that women experience in society and to  
3           learn about these various dates that bring attention to the  
4           pay gap that specific groups experience.