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1 SENATE RESOLUTION

2 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

5 WHEREAS, Women have been discriminated against in
6 education, the workplace, and society as a whole; and

7 WHEREAS, Women continue to earn no more than 80 cents on
8 the dollar compared to men; and

9 WHEREAS, The wage gap is even greater for most women of
10 color; African American Women earn 63 cents on the dollar and
11 Latina Women earn 54 cents on the dollar; and

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

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

19 WHEREAS, Pay equity is closely linked to the eradication of

1 poverty and is essential to having a highly-motivated
2 workforce; and

3 WHEREAS, Equal Pay Day was originated by the National
4 Committee on Pay Equity in 1996 as a public awareness event to
5 illustrate the gap between men's and women's wages; the day,
6 observed in April, symbolizes how far into the year a woman
7 must work, on average, to earn as much as a man earned the
8 previous year, with Tuesday being the day in which women's
9 wages catch up to men's wages from the previous week; because
10 women earn less on average than men, they must work longer for
11 the same amount of pay; this wage gap is even greater for most
12 women of color; and

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

15 RESOLVED, BY THE SENATE OF THE ONE HUNDREDTH GENERAL
16 ASSEMBLY OF THE STATE OF ILLINOIS, that we designate April 4,
17 2017 as Pay Equity Day in the State of Illinois in order to
18 raise awareness about this endemic inequity.