



SR0341

LRB102 18739 LAW 27294 r

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SENATE 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, Nationally, women working full time and year
round continue to earn no more than 82 cents on the dollar
compared to men working full time and year round; in Illinois,
women earn 81 cents on the dollar compared to men; and

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WHEREAS, The wage gap is even greater for most women of
color; Black women earn 63 cents on the dollar, Native
American women earn 60 cents on the dollar, and Latina women
earn 55 cents on the dollar; and

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WHEREAS, By comparison, in 2020, women earned no more than
80 cents on the dollar; women in Illinois earned 79 cents on
the dollar; Black women earned 61 cents on the dollar; Latina
women earned 53 cents on the dollar; women did not receive
equal pay for 12 months of work in 2019 until March 31, 2020;
and

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

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

8 WHEREAS, Pay equity is closely linked to the eradication
9 of poverty and is essential to having a highly-motivated
10 workforce; and

11 WHEREAS, Equal Pay Day was originated by the National
12 Committee on Pay Equity in 1996 as a public awareness event to
13 illustrate the gap between men's and women's wages; the day
14 symbolizes how far into the year a woman must work, on average,
15 to earn as much as a man earned the previous year, with Tuesday
16 being the day in which women's wages catch up to men's wages
17 from the previous week; because women earn less on average
18 than men, they must work longer for the same amount of pay;
19 this wage gap is even greater for most women of color; although
20 Equal Pay Day represents all women, Black Women's Equal Pay
21 Day is August 3, 2021, Native American Women's Equal Pay Day is
22 September 8, 2021, and Latina Equal Pay Day is October 21,
23 2021; and

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

3 RESOLVED, BY THE SENATE OF THE ONE HUNDRED SECOND GENERAL
4 ASSEMBLY OF THE STATE OF ILLINOIS, that we declare March 24,
5 2021 as Equal Pay Day, August 3, 2021 as Black Women's Equal
6 Pay Day, September 8, 2021 as Native American Women's Equal
7 Pay Day, and October 21, 2021 as Latina Equal Pay Day in the
8 State of Illinois in order to raise awareness about this
9 endemic inequity.