



## Legislation Details (With Text)

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**Title:** To honor and recognize Monday, July 31st as National Black Women's Equal Pay Day  
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8/3/2017	1	ACTING CITY CLERK	Attest	
8/2/2017	1	MAYOR	Signed	
7/31/2017	1	COUNCIL PRESIDENT	Signed	
7/31/2017	1	Columbus City Council	Adopted	Pass

To honor and recognize Monday, July 31<sup>st</sup> as National Black Women's Equal Pay Day

**WHEREAS**, Equal Pay Day was created by the National Committee on Pay Equity (NCPE), in 1996 to highlight the gap between men and women's wages; and

**WHEREAS**, In 1963, President John F. Kennedy signed the Equal Pay Law, which made it illegal to pay women lower rates for the same job as their male counterparts; and

**WHEREAS**, The Inaugural Black Women's Equal Pay Day took place on May 12<sup>th</sup>, 2012 and Black Women's Equal Pay Day was created to draw attention to wage disparities for African American women; and

**WHEREAS**, For women of color, Equal Pay Day comes much later in the year. Black women have to work until July 31<sup>st</sup> to catch up to what men were paid in 2016. According to 2015 American Community Survey data, African American women, on average, are paid 63 cents for every \$1 paid to Caucasian, non-Hispanic men; and

**WHEREAS**, Women on average are paid 20% less than men in the U.S., black women 37% less and Hispanic women 46% less. Recently, median earnings for men in Ohio were \$50,051 compared to \$37,365 for women; now therefore,

**BE IT RESOLVED BY THE COUNCIL OF THE CITY OF COLUMBUS:** That this Council does hereby recognize Monday, July 31<sup>st</sup> as Black Women's Equal Pay Day.