



**Resolution
of
The Board of Supervisors of Ventura County**

**PROCLAIMING
APRIL 20, 2010
"EQUAL PAY DAY"**

WHEREAS, THIS YEAR, "EQUAL PAY DAY" FALLS ON TUESDAY, APRIL 20, 2010, SYMBOLIZING HOW FAR INTO 2010 WOMEN MUST WORK TO EARN WHAT MEN EARNED IN 2009. FORTY-SEVEN YEARS AFTER THE PASSAGE OF THE EQUAL PAY ACT AND TITLE VII OF THE CIVIL RIGHTS ACT, WOMEN AND PEOPLE OF COLOR CONTINUE TO SUFFER THE CONSEQUENCES OF INEQUITABLE PAY DISCREPANCIES; AND

WHEREAS, ON JANUARY 29, 2010 PRESIDENT OBAMA SIGNED THE LILLY LEDBETTER FAIR PAY ACT THAT RIGHTFULLY RESTORED PROTECTIONS FOR DISCRIMINATORY COMPENSATION CLAIMS. WHILE THE SIGNING OF THAT BILL INTO LAW WAS AN IMPORTANT MILESTONE ON THE ROAD TO FAIR PAY; THE BASIC RIGHT TO A CLIMATE IN WHICH WAGE DISCRIMINATION IS NOT TOLERATED REMAINS A STRUGGLE; AND

WHEREAS, BETWEEN 1950-1960, WOMEN WITH FULL-TIME JOBS EARNED ON AVERAGE 59-64% OF EARNINGS TO THAT OF THEIR MALE COUNTERPARTS. U.S. CENSUS BUREAU RECENTLY DOCUMENTED THAT; YEAR-ROUND, FULL-TIME WORKING WOMEN EARNED ONLY 77% OF EARNINGS TO THAT OF YEAR-ROUND, FULL-TIME WORKING MEN, INDICATING LITTLE CHANGE OR PROGRESS IN PAY EQUITY. OVER A LIFETIME OF EMPLOYMENT, THE WAGE DISPARITY COSTS AN AVERAGE AMERICAN WOMAN AND HER FAMILY \$700,000 TO \$2 MILLION IN LOST WAGES, IMPACTING SOCIAL SECURITY BENEFITS AND PENSIONS; AND

WHEREAS, WOMEN REPRESENT 50% OF THE U.S. WORKFORCE. IN OVER 300 OCCUPATIONAL CLASSIFICATIONS PROVIDED BY THE U.S. DEPARTMENT OF LABOR STATISTICS, WOMEN EARN LESS IN EVERY CLASSIFICATION, INCLUDING THE OCCUPATIONS DOMINATED BY WOMEN (E.G., CASHIERS, RETAIL SALES, REGISTERED NURSES AND TEACHERS). IN JUST ONE YEAR OUT OF COLLEGE, WORKING WOMEN ALREADY EARN LESS THAN THEIR MALE COLLEAGUES IN THE SAME FIELD WITH THE SAME DEGREE; AND

WHEREAS, IN VENTURA COUNTY, MALES EARN AN AVERAGE OF \$52,109 A YEAR AND FEMALES EARN AN AVERAGE OF \$41,799, THEREBY CREATING A GENDER GAP ACROSS ALL INDUSTRIES OF 20% ACCORDING TO THE U.S. CENSUS BUREAU. THE VENTURA COUNTY GENDER WAGE GAP IS GREATEST IN THE CITIES OF THOUSAND OAKS AT 33% AND SIMI VALLEY AT 30% WHERE WOMEN WORKING YEAR-ROUND AND FULL-TIME EARN ALMOST ONE THIRD LESS THAN MEN; AND

WHEREAS, AAUW OF VENTURA COUNTY, REPRESENTED BY FOUR BRANCHES AND APPROXIMATELY 500 MEMBERS, IS THE LEADING VOICE IN PROMOTING "EQUAL PAY DAY", APRIL 20, 2010, IN VENTURA COUNTY. SINCE 1881, AAUW NATIONWIDE HAS BEEN COMMITTED TO PROMOTING EQUITY FOR ALL WOMEN AND GIRLS. AS PART OF THIS EFFORT, AAUW ADVOCATES FOR POLICIES AND PROGRAMS THAT ALLOW WOMEN TO ACHIEVE ECONOMIC SECURITY.

NOW, THEREFORE, BE IT RESOLVED, THAT THE VENTURA COUNTY BOARD OF SUPERVISORS DO HEREBY PROCLAIM APRIL 20, 2010 "EQUAL PAY DAY" RECOGNIZING THAT FAIR PAY STRENGTHENS THE ECONOMIC SECURITY OF FAMILIES AND EASES FUTURE RETIREMENT COSTS. THE BOARD FURTHER URGES COLLEGES, LIBRARIES AND OTHER CIVIC ORGANIZATIONS THROUGHOUT VENTURA COUNTY TO RECOGNIZE THE FULL VALUE OF WOMEN'S SKILLS AND SIGNIFICANT CONTRIBUTIONS TO THE LABOR FORCE, AND ENCOURAGE BUSINESSES TO CONDUCT AN INTERNAL PAY EVALUATION TO ENSURE WOMEN ARE BEING PAID FAIRLY.

PRESENTED ON THIS 20TH DAY OF APRIL 2010

Chair of the Board of Supervisors
Kathy Long, Supervisor 3rd District

Steve Bennett, Supervisor 1st District

Linda Parks, Supervisor 2nd District

Peter C. Foy, Supervisor 4th District

John C. Zaragoza, Supervisor 5th District