



HOUSE JOINT RESOLUTION 17-1022

BY REPRESENTATIVE(S) Danielson and Jackson, Arndt, Becker K., Benavidez, Bridges, Buckner, Coleman, Esgar, Exum, Foote, Garnett, Ginal, Gray, Hamner, Hansen, Herod, Hooton, Kennedy, Kraft-Tharp, Lebsock, Lee, Lentine, McLachlan, Melton, Michaelson Jenet, Mitsch Bush, Pettersen, Rankin, Rosenthal, Salazar, Singer, Valdez, Weissman, Winter, Young, Duran; also SENATOR(S) Donovan and Kerr, Aguilar, Court, Crowder, Fenberg, Fields, Garcia, Guzman, Jahn, Jones, Kagan, Kefalas, Merrifield, Moreno, Todd, Williams A., Zenzinger.

CONCERNING THE DESIGNATION OF APRIL 4, 2017, AS "EQUAL PAY DAY" IN COLORADO, AND, IN CONNECTION THEREWITH, ACKNOWLEDGING THE PERSISTING PROBLEM OF WAGE DISPARITY AMONG VARIOUS GROUPS.

WHEREAS, Fifty-four years after the passage of the "Equal Pay Act of 1963" and Title VII of the "Civil Rights Act", women, particularly women of color, continue to suffer the consequences of being paid less than men for doing the same work; and

WHEREAS, According to a report released by The Colorado Women's Foundation in 2015, Colorado women earned just 80 cents on the dollar compared to their male counterparts; and

WHEREAS, Based on its 2017 research, the Institute for Women's Policy Research estimated that women in Colorado will not receive equal pay until 2057 if progress continues at the same rate it has since 1960; and

WHEREAS, The wage gap is not only discernible by sex but also by race and ethnicity; and

WHEREAS, When comparing the earnings of women of each racial and ethnic group with the earnings of white men, white women in Colorado face the smallest gap, earning 77.7 cents for every dollar earned by the average white man, followed by Asian/Pacific Islander women at 70 cents, African American women at 64 cents, Native American women at 58 cents, and Latina women at only 53 cents; and

WHEREAS, As women age, the pay gap widens significantly: According to the American Association of University Women, one year after graduating college, women earn only 82% of what their male counterparts earn; and

WHEREAS, Over a working lifetime, the average woman will lose over \$418,000 to the wage gap; and

WHEREAS, Equal pay policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

WHEREAS, There exists a strong business and public-interest case for equal pay for equal work; and

WHEREAS, Closing the pay gap between men and women strengthens the security of families today and eases future retirement costs while enhancing the American economy by circulating an additional \$482 billion from increased wages; and

WHEREAS, Equal pay would cut the poverty rate for working women in half, lifting almost 3.1 million women out of poverty; and

WHEREAS, Tuesday, April 4, 2017, symbolizes the time in the new year in which the wages paid to American women catch up to the wages paid to men from the previous year for the same work; now, therefore,

Be It Resolved by the House of Representatives of the Seventy-first General Assembly of the State of Colorado, the Senate concurring herein:

That we, the members of the Colorado General Assembly:

- (1) Proclaim Tuesday, April 4, 2017, to be "Equal Pay Day" in the state of Colorado; and
- (2) Urge governmental agencies, nonprofit and labor organizations, businesses, and individuals to take steps to implement equal-pay policies to help close the pay gap for Colorado's women and minorities.

Be It Further Resolved, That a copy of this Joint Resolution be sent to the White House at 1600 Pennsylvania Avenue, Washington, D.C.

Crisanta Duran
SPEAKER OF THE HOUSE
OF REPRESENTATIVES

Kevin J. Grantham
PRESIDENT OF
THE SENATE

Marilyn Eddins
CHIEF CLERK OF THE HOUSE
OF REPRESENTATIVES

Effie Ameen
SECRETARY OF
THE SENATE