

Introduced by the County Services Committee of the:

INGHAM COUNTY BOARD OF COMMISSIONERS

RESOLUTION RECOGNIZING APRIL 12, 2011 AS "EQUAL PAY" DAY IN INGHAM COUNTY

RESOLUTION #11-107

WHEREAS, forty-eight 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 unequal pay; and

WHEREAS, according to statistics released in 2010 by the U.S. Census Bureau, year-round, full-time working women earned only 77 percent of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and

WHEREAS, the 2010 report indicated that African American women earned 67.5 percent of men's wages, and Latina women earned 57.7 percent of men's wages; and

WHEREAS, according to an analysis of data in over 300 classifications provided by the U.S. Department of Labor Statistics in 2001, women earn less in every occupational classification for which enough data is available, including occupations dominated by women (e.g., cashiers, retail sales, registered nurses and teachers); and

WHEREAS, higher education is not free from wage discrimination according to a U.S. Department of Education analysis, reporting that, after controlling for rank, age, credentials, field of study and other factors, full-time female faculty members earn nearly 9% less than their male counterparts; and

WHEREAS, over a working lifetime, this wage disparity costs the average American woman and her family \$700,000 to \$2 million in lost wages, impacting Social Security benefits and pensions; and

WHEREAS, Michigan is ranked 43rd in the U.S. for women's wage parity with men; and

WHEREAS, women are paid on average 72 cents for every dollar a man earns in Michigan; and

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

WHEREAS, fair pay policies would raise family income and strengthen the security of working families while amplifying our economy; and

WHEREAS, April 12, 2011, symbolizes the time in the new year in which the wages paid to women catch up to the wages paid to men from the previous year;

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners joins the Ingham County Women's Commission in recognizing April 12, 2011 as Equal Pay Day in Ingham County.

COUNTY SERVICES: Yeas: De Leon, Copedge, Celentino, Vickers, Dragonetti

Nays: None **Absent:** Schor **Approved 4/5/11**