

## **Resolution in Support of Reducing the Gender Pay Gap in Santa Clara County**

WHEREAS the wage disparity for Silicon Valley women is among the highest in the overall nation. Nationwide, women are paid around 83 cents for every dollar earned by a man. In 6 of the most populated cities in Santa Clara County, the gender pay gaps are much wider than that; and

WHEREAS the Latinas in the San Jose area have the largest pay gap of any region in California overall, earning 33 cents for every dollar earned by white men. This is one of the biggest gaps for Latinas overall in the nation. Furthermore, the gender pay gap is a reflection of both sexism and racism, so bridging the gap would help work towards reducing these inequities; and

WHEREAS even in job positions mainly held by females, the gender pay gap exists. In female dominated areas like nursing, women are paid 90 cents to every dollar a man earns. Additionally, women and men with similar education and experience still earn less than men, which showcases that the gender pay gap is completely because of sexism. Silicon Valley prides itself on being a place where talent gives people opportunities for success. However, it's clear that women especially women of color are treated inequally in the workforce. ; and

NOW THEREFORE BE IT RESOLVED that the Santa Clara County Democratic Party calls for the creation of policies that make companies sign the equal pay pledge, conduct yearly pay analysis of employees according to their gender and race, and create policy solutions to address the large gender pay gap, including for transgender women and men; and

BE IT FURTHER RESOLVED that a copy of this resolution be sent to Members of Congress who represent any part of Santa Clara County.

Submitted by Richa Prasanna