

RESOLUTION

SOUTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES

March 29, 2021

Supporting equal pay in the South Orange County Community College District and the California Community Colleges

WHEREAS, California Community Colleges, the largest system of higher education in the country with more than 2.1 million students at 116 colleges, serves the most diverse student population of any system of higher education in the State; and

WHEREAS, the open-access mission of the California Community Colleges provides a path for economic and social mobility for its students, 43% of whom are the first in their families to attend an institution of higher education and 53% of enrolled students identify as female; and

WHEREAS, the California Community College system is composed of 59% female employees across administrators, tenured faculty, part-time faculty, and classified employees; and

WHEREAS, California has the strongest equal pay laws in the nation, but we recognize that change doesn't happen without education and implementation; and

WHEREAS, the Equal Pay Act prohibits an employer from paying any of its employees wage rates that are less than what it pays employees of the non-oppressed sex and gender identity, or of another race, or of another ethnicity for substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions; and

WHEREAS, in 2019, the California wage gap data by race/ethnicity from the National Women's Law Center as compared to white men showed that California white women earn 80 cents, Asian women earn 75 cents, Black women earn 60 cents, Latinas earn 43 cents, to every dollar earned by white men; and

WHEREAS, the Commission on the Status of Women reports that there is a gender gap in 97% of occupations; and

WHEREAS, based on today's wage gap, women across racial, cultural, ethnic, and gender identities lose \$407,760 over the course of a 40-year career; and

WHEREAS, the pay gap is widest for women ages 55-64 across racial, cultural, ethnic, and gender identities, indicating that the pay gap follows all women into retirement; and

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Equal Pay Resolution, Page 2

WHEREAS, the disparity in earning has a significant impact on the economic security and welfare of working women across racial, cultural, ethnic, and gender identities and their families; now, therefore, be it

BE IT RESOLVED, that the South Orange County Community College District, in support of the California Community Colleges Women's Caucus, hereby urges the elimination of any wage gap based on gender, and supports the #EqualPayCA campaign led by First Partner Jennifer Siebel Newsom in partnership with The California Commission on the Status of Women and Girls (CCSWG) focused on closing the pay gap in California; and

BE IT FURTHER RESOLVED, that the South Orange County Community College District will join First Partner Jennifer Siebel Newsom's #EqualPayCA pledge and advance the implementation the California Fair Pay Act by:

- a) Conducting an annual district gender pay analysis;
- b) Conducting regional analysis of gender pay for exempt employees;
- c) Reviewing hiring and promotion processes to reduce bias and barriers;
- d) Sharing information about the California Fair Pay Act with employees;
- e) Identifying and promoting best practices that will help close the pay gap, including clear processes against retaliation.

Marcia Milchiker, President

Kathleen F. Burke, Chancellor

