

# RESOLUTION

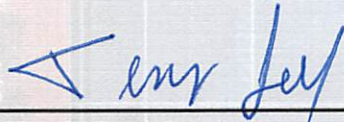
SOUTH ORANGE COUNTY  
COMMUNITY COLLEGE DISTRICT  
BOARD OF TRUSTEES

March 25, 2024

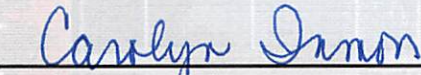
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## Recognizing March 12, 2024 as Equal Pay Day

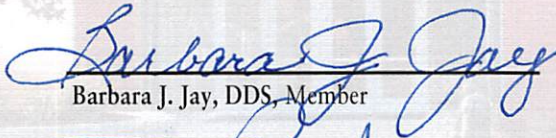
**BE IT RESOLVED** that the Board of Trustees for the South Orange County Community College District recognizes March 12, 2024, as National Equal Pay Day to recognize the full value of women's skills and their significant contributions to the labor force, to acknowledge the injustice of wage inequality, and to join efforts to achieve equal pay.



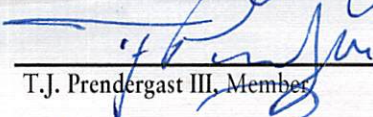
Timothy Jemal, President



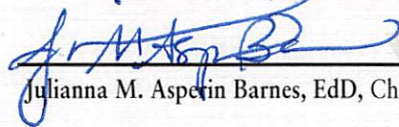
Carolyn Inmon, Clerk



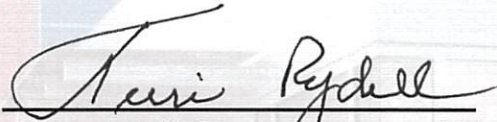
Barbara J. Jay, DDS, Member



T.J. Prendergast III, Member



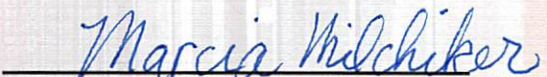
Julianna M. Asperin Barnes, EdD, Chancellor



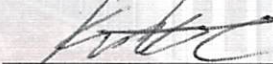
Dr. Terri Rydell Edd, Vice President



Ryan Dack, Member



Marcia Milchiker, Member



Katelyn Hidde, Student Member



# RESOLUTION

SOUTH ORANGE COUNTY  
COMMUNITY COLLEGE DISTRICT  
BOARD OF TRUSTEES

March 25, 2024

## *Recognizing March 12, 2024 as* **Equal Pay Day**

*WHEREAS*, on National Equal Pay Day, the nation highlights the injustice of gender wage gaps by marking how far into this year women have to work, on average, to earn what men made last year. Over a lifetime, these inequities can amount to millions of dollars lost for women who do not receive the wages they deserve; and

*WHEREAS*, women's labor force participation is the highest it has been in decades, and the gender pay gap is the narrowest it has ever been on record. Yet, despite this progress, the fight for equal pay continues; and

*WHEREAS*, women working full-time and year-round are paid an average of 84 cents for every dollar paid to men. In more than 90 percent of occupations, women earn less than men — and these disparities are even greater for women of color and women with disabilities; and

*WHEREAS*, the pay gap is a product of systemic barriers that women have long faced when it comes to accessing good-paying jobs and opportunities. Further, care-giving responsibilities for children, loved ones with disabilities, and aging family members disproportionately fall on women, which can mean missing work, cutting hours, and leaving jobs; and

*WHEREAS*, the South Orange County Community College District strives to offer competitive wages to all employees, free from discrimination of any kind and celebrates women in leadership positions throughout the district; and

*WHEREAS*, on National Equal Pay Day, we are inspired to redouble our efforts to ensure that women get the pay they have earned and deserve and that as a district we have a responsibility to live up to our fundamental values of equality, dignity, and fairness for all; now, therefore,

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