

STUDENT SENATE BILL 2024-1713

TITLE: Resolution in Support of Equal Pay

AUTHOR(S): Senator Anusha Chaudhary, Senator Donal Bissainte, Senator Austin Britton, Senator Cassandra Urbenz

SPONSOR(S): Senator Anjali Natarajan

WHEREAS, September 18th was Equal Pay Day, established by the United Nations[1]; and,

WHEREAS, Equal Pay Day aims to highlight the ongoing gender pay gap and its detrimental impact on women, families, and economies worldwide[1]; and

WHEREAS, in 2024 women globally earn 77 cents for every dollar men earn for work of equal value[1]; and

WHEREAS, the gender pay gap disproportionately affects women of color and disabled women, with Hispanic women notably earning significantly less than their male counterparts and significantly less compared to white, non-Hispanic men; and,

WHEREAS, the gender pay gap is not only a result of discrimination but also reflects occupational segregation, undervaluation of work typically performed by women, and the disproportionate burden of unpaid care work on women[2]; and,

WHEREAS, the gender pay gap leads to a lifetime income gap, which affects women's economic security, retirement savings, and their ability to accumulate wealth[3]; and,

WHEREAS, the UN Sustainable Development Goals (SDGs), particularly Goal 5: Gender Equality, and Goal 8: Decent Work and Economic Growth, call for the elimination of gender disparities in all spheres, including fair and equal remuneration for work of equal value [4,5]; and,

WHEREAS, equitable pay practices foster an inclusive and supportive work environment, contributing to higher employee satisfaction, retention, and overall productivity [11]; and,

WHEREAS, in many countries, legal and cultural barriers persist that hinder women from accessing equal opportunities for employment and fair compensation[10]; and,

WHEREAS, in 2023 in the United States, “Black women lost \$42.7 billion and Hispanic women lost \$53.3 billion in wages as compared to white men due to the impact of occupational segregation”[3]; and,

WHEREAS, in 2022 in Florida women earned just 84.2% of the median earning for men, a percentage slightly lower than a decade prior[6]; and,

WHEREAS, the Florida Equal Pay Act 1963 prohibited discrimination on account of sex in the payment of wages by employers engaged in commerce or in the production of goods for commerce [12]; and,

WHEREAS, women are disproportionately affected by occupational segregation, which contributes to the wage gap, with Black and Hispanic women losing billions in potential wages annually; and,

WHEREAS, women face additional wage penalties in the workforce associated with motherhood, which contributes to a lifetime of reduced earnings and financial instability in retirement; and,

WHEREAS, ensuring equal pay for women is crucial for advancing gender justice and achieving broader human rights goals as outlined in the Universal Declaration of Human Rights[7]; and,

WHEREAS, achieving gender equality in pay is critical to fostering economic empowerment for women, reducing poverty, and promoting inclusive economic growth for all communities[8]; and,

WHEREAS, it is estimated it will take until at least 2088 to close the national gender pay gap, and even longer for the global gender pay gap[9]; then,

THEREFORE, LET IT BE RESOLVED, that this resolution stands as a formal acknowledgment of Equal Pay Day, recognizing the importance of this observance in raising awareness and galvanizing action to achieve economic justice and gender parity; and,

THEREFORE, LET IT BE FURTHER RESOLVED, that the University of Florida Student Senate encourages the promotion of women and underrepresented groups into leadership positions, recognizing that inclusive leadership is essential for reducing gender disparities in pay and creating equitable workplaces; and,

THEREFORE, LET IT BE FURTHER RESOLVED, that the University of Florida Student Senate endorses global efforts, such as those outlined in the UN Sustainable Development Goals, to eradicate pay inequality and ensure decent work for all, regardless of gender, by 2030; and,

THEREFORE, LET IT BE FURTHER RESOLVED, that the University of Florida Student Senate supports recognize the intersectionality of the gender pay gap and support targeted efforts

to address the compounded wage inequalities faced by women of color, LGBTQ+ individuals, women with disabilities, and other marginalized groups; and,

THEREFORE, LET IT BE FURTHER RESOLVED, that the University of Florida Student Senate is committed and advocates for the empowerment of all women and girls; and,

THEREFORE, LET IT BE FURTHER RESOLVED, that University of Florida Student Senate supports initiatives aimed at reducing occupational segregation and increasing access to high-paying jobs for women; and,

THEREFORE, LET IT BE FURTHER RESOLVED, that the University of Florida Student Senate disavows all forms of gender-based discrimination in wages, hiring, promotions, and workplace practices, and will actively work to eliminate barriers that prevent women and marginalized communities from achieving equal compensation; and,

THEREFORE, LET IT FINALLY BE RESOLVED, that the University of Florida Student Senate reaffirms its unwavering commitment to achieving pay equity for all, and calls upon governments, businesses, and individuals to take collective responsibility in dismantling gender-based wage disparities, ensuring that equal pay for equal work becomes a reality for current and future generations.

Proviso: A copy of this resolution shall be sent to GASP agency head Riley Towbin, President of the Pride Student Union Johnathan C. Stephens, President of UF Women's Student Association Savannah Schwantes, Center for Gender, Sexualities, and Women's Studies Research Director Alyssa Zucker, Girls Who Code at Gainesville President Aparna sai Nimmagadda

[1] <https://www.un.org/en/observances/equal-pay-day>

[2] <https://www.americanprogress.org/article/women-of-color-and-the-wage-gap/>

[3] <https://blog.dol.gov/2024/03/12/what-you-need-to-know-about-the-gender-wage-gap>

[4] <https://sdgs.un.org/goals/goal5>

[5] <https://sdgs.un.org/goals/goal8>

[6] https://www.bls.gov/regions/southeast/news-release/womensearnings_florida.htm#WETable1.xlsx

[7] <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

[8] <https://www.imf.org/external/pubs/ft/fandd/2012/03/revenga.htm>

[9] <https://www.aauw.org/resources/research/simple-truth/>

[10] <https://www.elibrary.imf.org/display/book/9798400246968/CH012.xml>

[11] <https://psico-smart.com/en/blogs/blog-how-does-salary-equity-impact-employee-retention-and-satisfaction-in-the-workplace-124316>

[12] <https://www.eeoc.gov/statutes/equal-pay-act-1963>



10/2/24

Monish Vijayaraghavan
Senate President

Date