

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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**RESOLUTION TO RECOGNIZE THE IMPORTANCE OF CLOSING THE GENDER
PAY GAP, SIGN THE CALIFORNIA EQUAL PAY PLEDGE FOR COUNTY OF SAN
MATEO, AND COMMIT TO ITS TENETS**

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, March 12, 2024, is National Equal Pay Day, symbolizing how far into the year women must work to earn what men earned in the previous year; and

WHEREAS, the County of San Mateo has demonstrated its dedication to advancing equity through many initiatives, including the creation of an interactive pay equity dashboard; and

WHEREAS, based on data available through the pay equity dashboard, as of March 31, 2023, the County's female workforce earned on average 5.8% less than its male counterpart, even though that pay gap is well below the 2021 National Gender Pay Gap of 16.9% as reported by the Bureau of Labor and Statistics; and

WHEREAS, policies that ensure equal pay can help the County of San Mateo attract and retain the strongest talent, boost productivity, and benefit the entire economy; and

WHEREAS, the California Equal Pay Pledge is an initiative by First Partner Jennifer Siebel Newsom, the California Commission on the Status of Women and Girls, and the California Partners Project to help close the pay gap in California; and

WHEREAS, by signing the Equal Pay Pledge, employers acknowledge that they play a crucial role in promoting a culture of pay equity and that pay discrimination is not just a women's issue, but also harms families and the county's and state's economies; and

WHEREAS, by signing the Equal Pay Pledge, employers commit to conducting an annual internal company-wide gender pay analysis, reviewing hiring and promotion processes and procedures to reduce unconscious bias and structural barriers to equality, and promoting equal pay best practices, such as increased pay transparency, training on retaliation protections, and training for supervisors and managers on pay equity laws; and

WHEREAS, nearly 200 California employers, including the cities of Oakland, San Francisco, Los Angeles, Fresno, Long Beach, and San Diego, the city and county of San Francisco, and the state of California have already signed on to a more equitable future and an economy that works for everyone; and

WHEREAS, the San Mateo County Commission on the Status of Women, at its February 2024 meeting, discussed the importance of the Equal Pay Pledge.

NOW, THEREFORE, IT IS HEREBY RESOLVED that the Board of Supervisors recognizes the importance of closing the gender pay gap, directs the President of the Board to sign the California Equal Pay Pledge on behalf of the County of San Mateo, and commits to implementing its tenets.

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