



## **LACCD BOARD APPROVES RESOLUTION REGARDING EQUAL PAY**

LOS ANGELES—The Los Angeles Community College District (LACCD) Board of Trustees this week unanimously approved the following resolution regarding equal pay for District employees. The resolution was presented by Trustees Nichelle Henderson and Andra Hoffman along with Board President Steven Veres.

### **IN SUPPORT OF EQUAL PAY IN CALIFORNIA COMMUNITY COLLEGES AND AT THE LOS ANGELES COMMUNITY COLLEGE DISTRICT (LACCD)**

WHEREAS, Existing California law regulates the payment of compensation to employees by employers; and

WHEREAS, California has the strongest equal pay laws in the nation, but we recognize that change doesn't happen without education, leadership 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 opposite sex, 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 Status of Women reports that there is gender gap in ninety-seven percent (97%) of occupations; and

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, forty-three percent (43%) of whom are the first in their families to attend an institution of higher education and fifty-three (53%) of enrolled students identify as female; and

WHEREAS, By tackling unequal pay, employers can increase efficiency and productivity by attracting a more viable pool of applicants to choose from; and

WHEREAS, Forty-one percent (41%) of mothers are the sole or primary wage-earners in their families and make on the average, 69 cents to the dollar, as compared to fathers; and

WHEREAS, Based on today's wage gap, women lose \$407,760 over the course of a 40-year career; and

WHEREAS, The pay gap is widest for women ages 55-64 indicating that the pay gap follows women into retirement; and

WHEREAS, The disparity in earning has a significant impact on the economic security and welfare of working women and their families; and

**-MORE-**

WHEREAS, The LACCD is composed of forty-eight percent (48%) female employees across administrators, tenured faculty, part-time faculty and classified employees; and

WHEREAS, The LACCD has developed an academic administrator rating-in process, which utilizes criteria that is intended to prevent gender bias. The LACCD has developed academic employee rating-in processes based on non-salary criteria to avoid perpetuating gender bias that may have factored into past earnings; and

WHEREAS, The LACCD has collaborated with local collective bargaining groups to establish fair, competitive wage and compensation schedules; and

WHEREAS, The LACCD Personnel Commission has strict and consistent processes regarding the rating-in of employment classifications; and

WHEREAS, The #EqualPayCA is a 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

WHEREAS, The #EqualPayCA campaign proposes closing the wage gap by promoting and distributing new resources from the CCSWG's Pay Equity Task Force, raising awareness about the pay gap and challenging businesses to commit to pay equity in the workplace through the CA Pay Equity Pledge; and

RESOLVED, That the LACCD Board of Trustees 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; now, therefore, be it

RESOLVED, That the LACCD Board of Trustees joins the California Community Colleges Women's Caucus call in support of First Partner Jennifer Siebel Newsom #EqualPayCA pledge and in advance the implementation the California Fair Pay Act by:

- a) Conducting an annual district gender pay analysis with comparative data from similar educational institutions.
- b) Reassessing and revamping hiring and promotion processes to reduce gender bias and institutional barriers.
- c) Identifying and promoting best practices to facilitate organizational gender pay equity.
- d) Making employees aware of the California Fair Pay Act and gender equity efforts within the LACCD; and be it further

RESOLVED, That the Chancellor distribute a copy of this resolution to all nine campuses to increase awareness about pay equity.

The LACCD colleges include: [Los Angeles City College](#); [East Los Angeles College](#); [Los Angeles Harbor College](#); [Los Angeles Mission College](#); [Los Angeles Pierce College](#); [Los Angeles Southwest College](#); [Los Angeles Trade-Technical College](#); [Los Angeles Valley College](#) and [West Los Angeles College](#).

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#### **About the Los Angeles Community College District**

We are the Colleges of Los Angeles! LACCD ([www.laccd.edu](http://www.laccd.edu)) is the nation's largest community college district, educating about 250,000 students annually at its nine colleges that serve the residents of more than 36 cities and communities from 900 square miles of Los Angeles County. Since 1969, the District has been providing an important learning pathway for students seeking transfer to four-year colleges or universities while also offering two-year degrees and certificated training programs to Southern California's diverse workforce in many specialized trades and professions. Follow us on Facebook, <https://www.facebook.com/LACCD>, @LACCD, and on Twitter, <https://twitter.com/laccd> @laccd and Instagram, [https://www.instagram.com/laccd\\_edu/](https://www.instagram.com/laccd_edu/) @laccd\_edu.

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