



Home	Bill Information	California Law	Publications	Other Resources	My Subscriptions	My Favorites
------	------------------	----------------	--------------	-----------------	------------------	--------------

SR-100 (2023-2024)

SHARE THIS:  

ENROLLED JUNE 28, 2024

PASSED IN SENATE JUNE 27, 2024

CALIFORNIA LEGISLATURE— 2023–2024 REGULAR SESSION

SENATE RESOLUTION

NO. 100

Introduced by Senator Caballero
(Coauthors: Senators Ashby, Atkins, Blakespear, Rubio, and Smallwood-Cuevas)

June 04, 2024

Relative to Native American Women Equal Pay Day.

LEGISLATIVE COUNSEL'S DIGEST

SR 100, Caballero.

WHEREAS, Sixty-one years after the passage of the federal Equal Pay Act of 1963 (Public Law 88-38), the pay disparity between Native American women and White men continues to make up the second largest wage gap in comparison to other ethnic groups; and

WHEREAS, According to statistics released by the National Women's Law Center in 2024, Native American women on average make just \$0.59 on the dollar for equivalent work compared to their White, male counterparts; and

WHEREAS, This gap in pay typically amounts to a loss of \$2,396 every month or \$28,747 every year for Native American women; and

WHEREAS, Unlike women from other groups, the wage gap actually increases with Native American women's education levels and exists across occupations; and

WHEREAS, Native American women with a bachelor's degree, master's degree, or doctorate degree stand to lose roughly \$1,500,000 to the wage gap over a 40-year career; and

WHEREAS, Native American women in urban areas make less than their rural and reservation community counterparts; and

WHEREAS, This wage gap is tribewide and statewide as no Native American women community makes more than \$0.69 for every dollar made by White, non-Hispanic men; and

WHEREAS, A lifetime of lower pay means women have less income to save for retirement, and Native American women must work until 90 years of age to earn what a White, non-Hispanic man will earn by 60 years of age; and

WHEREAS, Unequal pay means Native American women have less money to cover their expenses and leaves them economically insecure, which can have a ripple effect that results in Native American women missing key opportunities throughout their lifetimes to build wealth and future economic security for themselves, their families, and their communities; now, therefore, be it

Resolved by the Senate of the State of California, That the Legislature proclaims November 30, 2024, as Native American Women Equal Pay Day in California in recognition of the need to eliminate the gender gap in earnings by Native American women and encourages employers and governments to take steps to ensure equitable compensation for Native American women in the workforce and to promote policies to ensure equal pay for all; and be it further

Resolved, That the Secretary of the Senate transmit copies of this resolution to the author for distribution.