



SPONSOR: Rep. Bolden & Rep. Longhurst on behalf of all  
Representatives & Sen. Lockman on behalf of all  
Senators

HOUSE OF REPRESENTATIVES  
152nd GENERAL ASSEMBLY

HOUSE CONCURRENT RESOLUTION NO. 15

DESIGNATING MARCH 14, 2023 AS "EQUAL PAY DAY" IN THE STATE OF DELAWARE.

1 WHEREAS, more than 50 years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act,  
2 women, especially women of color and single mothers, continue to suffer the consequences of unequal pay; and

3 WHEREAS, the wage gap impacts women in all aspects of life, from the ability to pay off student debt to  
4 grappling with the costs of childcare, mortgage and utilities. Regardless of education level or employment industry, the  
5 wage gap persists; and

6 WHEREAS, according to the U.S. Census Bureau, women in Delaware working full-time, year-round earned on  
7 average 86% of the earnings of men working full-time, year-round; and

8 WHEREAS, the situation is very different when wage statistics of women of color are addressed. The most recent  
9 U.S. Census Bureau American Community Survey that looked at data from 2013 to 2017 shows Black women in Delaware  
10 earn 69% of the earnings of white men, and Hispanic women and Latinas in Delaware earn 58%; and

11 WHEREAS, in Delaware, women heading single family homes still earn less than their male counterparts.  
12 Delaware census data shows a female householder with a family and no spouse earns 75% of what a male householder  
13 earns with a family and no spouse; and

14 WHEREAS, women are the breadwinners in close to 15 million family households across the United States, and  
15 about one-third of those family households have incomes that fall below the poverty line; and

16 WHEREAS, fair pay equity policies can be implemented without undue cost or hardship in both the public and  
17 private sectors; and

18 WHEREAS, March 14<sup>th</sup> symbolizes the point in the year when the wages paid to American women catch up to the  
19 wages paid to men from the previous year.

20 NOW, THEREFORE:

21 BE IT RESOLVED by the House of Representatives of the 152nd General Assembly of the State of Delaware, the  
22 Senate concurring therein, that March 14, 2023, is designated as "Equal Pay Day" in the State of Delaware.

SYNOPSIS

This House Concurrent Resolution designates March 14, 2023 as "Equal Pay Day" in the State of Delaware.