



SPONSOR: Sen. Pinkney & Rep. Dorsey Walker

DELAWARE STATE SENATE
152nd GENERAL ASSEMBLY

SENATE CONCURRENT RESOLUTION NO. 65

RECOGNIZING JULY 27, 2023, AS "BLACK WOMEN'S EQUAL PAY DAY" IN THE STATE OF DELAWARE.

1 WHEREAS, July 27th marks the day of the year on which the median earnings of a working Black woman will
2 have caught up to the median 2022 annual earnings of a non-Hispanic white man; and

3 WHEREAS, the date for Black Women's Equal Pay Day was August 3rd in 2021; and

4 WHEREAS, per the federal Department of Labor, Black women earn an average of 63 cents for every dollar made
5 by white, non-Hispanic men; and

6 WHEREAS, according to Forbes, Black mothers earn an average of 50 cents for every dollar made by white, non-
7 Hispanic men; and

8 WHEREAS, per the Journal of Blacks in Higher Education, 64% of Black students earning bachelor's degrees are
9 women; and

10 WHEREAS, lower wages for Black women make it more difficult to pay off student debt accrued while earning
11 post-secondary degrees; and

12 WHEREAS, according to the Federal Reserve Bank of Minneapolis, women of color saw the largest pandemic-
13 related dips in employment due to additional caregiving needs, job loss, and lack of health benefits; and

14 WHEREAS, the lasting effects of segregation have had a generational impact on people of color, including Black
15 women workers, which results in less money for caretaking responsibilities and for future generations.

16 NOW, THEREFORE:

17 BE IT RESOLVED by the Senate of the 152nd General Assembly of the State of Delaware, the House of
18 Representatives concurring therein, that the General Assembly hereby recognizes July 27, 2023, as "Black Women's Equal
19 Pay Day" in the State of Delaware.

20 BE IT FURTHER RESOLVED that all Delawareans are encouraged to join us in recognizing the contributions
21 Black women have made in every aspect of life and in recognizing the sacrifices they have made to champion equality.

SYNOPSIS

This resolution recognizes July 27, 2023, as "Black Women's Equal Pay Day" in the State of Delaware and encourages all Delawareans to join in recognizing the contributions Black women have made in every aspect of life, and the sacrifices they have made to champion equality.

Author: Senator Pinkney