



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. 90

DESIGNATING MARCH 12, 2024 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 82% of the earnings of men working full-time, year-round; and

8 WHEREAS, the gap widens in examining wage data for women of color. The most U.S. Census Bureau American
9 Community Survey shows Black and Hispanic women in Delaware earn 61% of the earnings of white men, and white
10 women in Delaware earn 81%; 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, this year marks fifteen years since Congress passed the Lilly Ledbetter Fair Pay Act, which expanded
17 important protections against pay discrimination; and

18 WHEREAS, the 148th General Assembly in 2015 passed landmark legislation requiring companies that award a
19 state contract to certify that it engages in fair wage practices and will provide equal pay for equal work; and

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

22 WHEREAS, March 12th symbolizes the point in the year when the wages paid to American women catch up to the
23 wages paid to men from the previous year.

24 NOW, THEREFORE:

25 BE IT RESOLVED by the House of Representatives of the 152nd General Assembly of the State of Delaware, the

26 Senate concurring therein, that March 12, 2024, is designated as "Equal Pay Day" in the State of Delaware.

SYNOPSIS

This House Concurrent Resolution designates March 12, 2024 as "Equal Pay Day" in the State of Delaware.