

Date of Hearing: June 29, 2026

ASSEMBLY COMMITTEE ON RULES
Blanca Pacheco, Chair
ACR 227 (Sharp-Collins) – As Introduced June 17, 2026

SUBJECT: Black Women’s Equal Pay Day.

SUMMARY: Proclaims July 21, 2026, as Black Women’s Equal Pay Day in recognition of the need to eliminate the gender gap in earnings by African American women and to promote policies to ensure equal pay for all. Specifically, **this resolution** makes the following legislative findings:

- 1) More than half a century after the passage of the federal Equal Pay Act of 1963, women still struggle to receive equal pay for equal work. Women earn only 80 cents to every dollar a man earns.
- 2) Equal Pay Day on April 2 marks the time when women, on average, catch up to the wages paid to men from the previous year; however, women of color suffer the greatest consequences from pay discrimination.
- 3) African American women earn about 61 cents on the dollar; therefore, they must work eight additional months to catch up with the amount that men made the previous year.
- 4) These wage disparities exist for many reasons, including gender and racial discrimination, workplace harassment, and a lack of workplace policies that support family caregiving, which all too often falls on women.
- 5) The wage gap significantly impacts poverty among African American women and families. More than 80 percent of Black mothers are breadwinners for their families, and nearly one-third of those families live below the poverty level.
- 6) A lifetime of lower pay means African American women have less income to save for their education, housing, families, and retirement. In order to address this persistent problem, both public and private data gathering is needed so that gaps can be better identified and addressed.
- 7) As evidenced by the work of the California Commission on the Status of Women and Girls, equitable pay policies can be implemented simply and without undue costs or hardship in both the public and private sectors.
- 8) Black Women’s Equal Pay Day on July 21 symbolizes the time in 2026 when the wages paid to African American women catch up to the wages paid to men in 2025.

FISCAL EFFECT: This resolution is keyed non-fiscal by Legislative Counsel.

REGISTERED SUPPORT / OPPOSITION:

Support

None on file

Opposition

None on file

Analysis Prepared by: Michael Erke / RLS. / (916) 319-2800