

The California Commission on the Status of Women and Girls

City of Glendale Commission on the Status of Women
February 12, 2024



Overview

The California Commission on the Status of Women and Girls is an inclusive, independent state agency established in 1965 tasked with assessing Gender Equity across multiple issue areas. The Commission provides leadership through research, policy and program development, education, outreach and collaboration, advocacy, and strategic partnerships.

Programs Overview

- **Youth Advisory Council**
- **Equal Pay Pledge**
- **International Relations (Global Ties)**
- **Partnerships and Sponsorships**

California Equal Pay Pledge

Office of the First Partner
California Commission on the Status of Women and Girls
California Partners Project



We are committed to taking action to close the gender pay gap.

- By signing the Equal Pay Pledge, we acknowledge that pay discrimination is not just a women's issue, but also harms families and the state's economy. We understand that our business plays a crucial role in promoting a culture of pay equity.
- By signing your company commits to:
 - Conduct an annual internal company-wide gender pay analysis;
 - Review hiring and promotion processes and procedures to reduce unconscious bias and structural barriers to equality; and
 - Promote equal pay best practices, such as increased pay transparency, training on retaliation protections, and training for supervisors and managers on pay equity laws.

Equal Pay Days

MARCH 12: EQUAL PAY DAY

Equal Pay Day

77 cents for all earners*

84 cents for full time, year round earners

Based on 2021 earnings data

APRIL 3, 2024: AANHPI WOMEN'S EQUAL PAY DAY

AANHPI Women

80 cents for all earners*

92 cents for full time year round earners

Based on 2021 earnings data

2024 TBD: LGBTQIA EQUAL PAY AWARENESS DAY

LGBTQIA Equal Pay Awareness Day

Raise awareness around the lack of wage gap data for LGBTQIA+ communities

2024 TBD: BLACK WOMEN'S EQUAL PAY DAY

Black Women

64 cents for all earners*

67 cents for full time, year round earners

Based on 2021 earnings data

AUGUST 7, 2024: MOMS' EQUAL PAY DAY

Moms' Equal Pay Day

62 cents for all earners*

74 cents for full time, year round earners

Based on 2021 earnings data

AUGUST 28, 2024: NHPI WOMEN'S EQUAL PAY DAY

NHPI Women's Equal Pay Day

61 cents for all earners*

65 cents for full time year round earners

Based on 2021 earnings data

OCTOBER 3, 2024: LATINA EQUAL PAY DAY

Latinas

52 cents for all earners*

57 cents for full time year round earners

Based on 2022 earnings data

NOVEMBER 21, 2024: NATIVE WOMEN'S EQUAL PAY DAY

Native and Indigenous Women

55 cents for all earners*

59 cents for full time year round earners

Based on 2022 earnings data

California Equal Pay Data



Each year, California women are typically paid this much less than white, non-Hispanic men:

Latina	Black	Native American	White, Non-Hispanic	Asian American	Native Hawaiian & Pacific Islander
\$39,301	\$29,666	\$38,013	\$21,243	\$19,334	\$31,019

[What's the Wage Gap in the States? | National Partnership for Women & Families](#)

If the annual gender wage gap were eliminated, a working woman in California could, on average, do one of the following:



PAY FOR THIS MANY MONTHS OF PREMIUMS FOR EMPLOYER-PROVIDED HEALTH INSURANCE

Latina	Black	Native American	White, Non-Hispanic	Asian American	Native Hawaiian & Pacific Islander
32	24	31	17	16	25



PAY FOR THIS MANY YEARS OF CHILD CARE

Latina	Black	Native American	White, Non-Hispanic	Asian American	Native Hawaiian & Pacific Islander
3.2	2.4	3.1	1.7	1.6	2.5



PAY OFF HER STUDENT LOANS IN THIS MANY YEARS

Latina	Black	Native American	White, Non-Hispanic	Asian American	Native Hawaiian & Pacific Islander
0.9	1.2	1.0	1.7	1.9	1.2

Process for Signatories

- 1. Meet and Greet with CCSWG**
- 2. Access resources on our webpage**
- 3. CCSWG will provide social media toolkits for equal pay days throughout the year.**
- 4. Signatories will receive invites to virtual and in-person Equal Pay related events.**



Educational Briefing Series

Conducting an annual pay gap analysis

Join our panel of experts to hear about their organizations' pay gap analysis process, best practices, and effective fair pay programs.

noon to 1 pm

FEBRUARY
15th

Register now @
women.ca.gov/EqualPayCA



Dawn McKinley
Senior Director
Total Rewards
UC Irvine



Summer Brannigan
Fair Pay Specialist
UC Irvine



Lena Mackey
Dir of Compensation
CSAA Insurance Group



Presented by the California Commission
on the Status of Women and Girls
women.ca.gov



List of City Signatories

- **San Francisco: 34,000 employees**

- **Oakland: 4500 employees;** Trainings- implicit bias, anti-discrimination, gender inclusion.

- **Los Angeles: 56,000 employees**

- **San Diego: 11,500 employees;** Conducted a pay equity study. Implemented telework policy during pandemic.

- **Long Beach: 6000 employees;** Conducted an annual pay analysis. All Deputy City Managers are women and have created a women's leadership development program- working on capacity building efforts, training, coaching and mentoring to identify policy changes needed through professional development and employee affinity groups.

- **Fresno: 4435 employees**

- **Santa Barbara: 1400 employees** Groups: IDEA- inclusion, Diversity, Equity, and Action. Thriving Workforce- examines gaps and barriers to success- makes recommendations.

Stay in Touch!

Please visit our website at www.women.ca.gov or find us on social media @CCSWG!

[Take the Equal Pay Pledge Today! | CCSWG \(ca.gov\)](#)

Let's Connect!

Kimberlee.Vaye@women.ca.gov