

# Resolution No. 957-2022

## AN EMERGENCY RESOLUTION

Recognizing Black Women's Equal Pay Day to be celebrated on September 21, 2022.

By Council Members Conwell, Santana, Gray, Howse, Jones, Bishop, McCormack, Starr, Griffin, Polensek, Hairston, Mooney, Maurer, Harsh, Spencer, Kazy, Slife

**FOR ADOPTION**  
**September 19, 2022**

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WHEREAS, for more than a quarter-century, the United States has recognized Equal Pay Day: the day that marks how far into the new year the average woman must work to match what her male counterparts made the year before; and

WHEREAS, in 2021, Black Women's Equal Pay Day was celebrated on August 3, 2021; this year, Black Women's Equal Pay Day will be recognized on September 21, 2022, which means Black women lost financial and economic footing between 2021 and 2022; and

WHEREAS, Black women have the highest labor force participation rate of all working women; however, in 2021, Black women were paid 58 cents for every dollar paid to white men; nevertheless, Black women face higher rates of poverty than their male counterparts; and

WHEREAS, based on today's wage gap, Black women in Ohio would lose more than \$800,000 over the course of a 40 year career; and

WHEREAS, it takes the typical Black woman 19 months to be paid what the average white man with the same position and education takes home in 12 months; and

WHEREAS, if the wage gap were eliminated, an average Black woman working full-time, year-round would have enough money for approximately: over 2 1/2 years of child care; more than 2 1/2 additional years of tuition and fees for a 4-year public university or the full cost of tuition and fees for a 2-year community college; almost 16 more months of premiums for employer-based health insurance; 174 more weeks (more than 3 years' worth) of food; 15 additional months of mortgage and utilities payments; more than 22 more months of rent; enough to pay off the average student loan debt in 1 1/2 years; and

WHEREAS, this resolution constitutes an emergency measure for the immediate preservation of public peace, property, health or safety, now, therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CLEVELAND:

Section 1. That this Council recognizes Black Women's Equal Pay Day to be celebrated on September 21, 2022.

Section 2. That this resolution is hereby declared to be an emergency measure and, provided it receives the affirmative vote of two-thirds of all the members elected to Council, it shall take effect and be in force immediately upon its adoption and approval by the Mayor; otherwise it shall take effect and be in force from and after the earliest period allowed by law.

KC:rns  
9/19/2022

**Res. No. 957-2022**

**REPORT  
after second Reading**

**By Council Members Conwell, Santana, Gray, Howse, Jones,  
Bishop, McCormack, Starr, Griffin, Polensek, Hairston, Mooney,  
Maurer, Harsh, Spencer, Kazy, Slife**

**AN EMERGENCY RESOLUTION**

Recognizing Black Women’s Equal Pay Day to be celebrated on September 21,  
2022.

**READ FIRST TIME**

and referred to

**REPORTS**

**READ FIRST, SECOND AND THIRD TIME**

**CITY CLERK**

**READ SECOND TIME**

**CITY CLERK**

**READ THIRD TIME on SEPTEMBER 19, 2022**

**PRESIDENT**

**CITY CLERK**

**APPROVED**

**MAYOR**

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