NEOHCED
NORTHEAST OHIO
HISPANIC CENTER FOR ECONOMIC DEVELOPMENT

November 4, 2024

Mayor Justin Bibb
Cleveland City Hall
601 Lakeside Ave
Cleveland, OH 44114

Council President Blaine Griffin
Cleveland City Hall
601 Lakeside Ave
Cleveland, OH 44114

Dear Mayor Bibb and Council President Griffin,

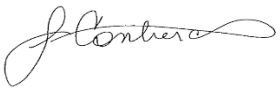
As the President and CEO of the Northeast Ohio Hispanic Center for Economic Development, which serves the community by staying true to our mission of being "committed to equitable asset building in Cleveland's Latino, and other underserved communities, by providing economic and entrepreneurial technical assistance, training and advocacy, I am writing to express our support for the proposed Pay Equity and Transparency legislation currently under consideration. This legislation is a significant step forward in addressing the persistent gender and racial wage gaps that impact so many in our community.

Extensive research has shown that policies such as prohibiting salary history inquiries and requiring pay transparency are effective tools for reducing wage disparities, particularly for women and workers of color. By removing these barriers, this legislation will help ensure that all workers are paid fairly for their labor, based on their skills and experience, rather than on their previous salaries. Moreover, studies have demonstrated that these policies do not hinder business growth but, instead, foster a more equitable and competitive job market to fuel our businesses.

We believe that Cleveland can set a strong example by enacting this legislation and following the lead of city's across the state like Columbus, Cincinnati, and Toledo.

Thank you for your leadership and consideration of this important issue. We look forward to supporting your efforts and working together to create a more equitable Cleveland.

Sincerely,



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