



COUNTY OF SANTA BARBARA CALIFORNIA

RESOLUTION RECOGNIZING WOMEN'S EQUAL PAY DAY 2025

WHEREAS, more than 50 years after the passage of the Equal Pay Act, women, and disproportionately women of color, still do not earn wages equal to those of their male peers; and

WHEREAS, according to the U.S. Census Bureau, women working full-time, year-round in Santa Barbara County earn approximately 83 percent of what men earn; and

WHEREAS, the Lilly Ledbetter Fair Pay Act of 2009 provided a legal framework for challenging pay inequity, yet the need remains for further legislative action, such as the Paycheck Fairness Act, to close loopholes and strengthen protections against wage discrimination; and

WHEREAS, in the United States, 40% of women with children are primary breadwinners of their households, and nearly two-thirds are primary or significant earners, making pay equity critical to family economic security; and

WHEREAS, lifelong wage disparities result in lower lifetime earnings for women, reducing their ability to save for retirement and diminishing Social Security and pension benefits; and

WHEREAS, fair pay strengthens family financial stability and eases future retirement costs while benefiting the broader economy; and

WHEREAS, March 25, 2025 symbolizes the date when the wages paid to American women catch up to the wages paid to men in the previous calendar year.

NOW, THEREFORE, IT IS HEREBY ORDERED AND RESOLVED THAT this Board of Supervisor of the County of Santa Barbara recognizes the full value of women's skills and contributions to the workforce and urges businesses and employers to conduct internal pay evaluations to ensure fair and equal compensation for women.

Passed and adopted by the Board of Supervisors of Santa Barbara County, State of California, this 18th day of March, 2025, by unanimous vote of all members present.



Mona Nigro
Chair of the Board

[Signature]

Supervisor - 1st District

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Supervisor - 2nd District

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Supervisor - 3rd District

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Supervisor - 4th District

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Supervisor - 5th District