

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

TO: Board of Trustees

FROM: Jose F. Torres, Interim Chancellor

REVIEWED BY: Jose F. Torres, Interim Chancellor

PREPARED BY: Angel Rodriguez, Senior District Director of Marketing, Public Affairs and Government Relations

DATE: April 8, 2021

SUBJECT: Adoption of Resolution in Support of Equal Pay in California Community Colleges

RECOMMENDATION

It is recommended that the Board of Trustees adopt this resolution in support of equal pay in California Community Colleges.

OVERVIEW

This resolution affirms that the San Bernardino Community College District joins the California Community Colleges Women's Caucus in urging the elimination of any wage gap based on gender, and supports the #EqualPayCA campaign led by First Partner Jennifer Siebel Newsom in partnership with The California Commission on the Status of Women and Girls (CCSWG).

This resolution also affirms SBCCD's support of the implementation the California Fair Pay Act by:

- Conducting an annual district gender pay analysis;
- Conducting regional analysis of gender pay for exempt employees;
- Reviewing hiring and promotion processes to reduce bias and barriers;
- Sharing information about the California Fair Pay Act with employees;
- Identifying and promoting best practices that will help close the pay gap, including clear processes against retaliation.

ANALYSIS

This resolution is consistent with:

- Board Policy 7100 Commitment to Diversity
- Board Policy 3410 Nondiscrimination
- Board Policy 3420 Equal Employment Opportunity

BOARD IMPERATIVE

- II. Learning-Centered Institution for Student Access, Retention and Success

FINANCIAL IMPLICATIONS

None.

**SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
RESOLUTION IN SUPPORT OF
EQUAL PAY IN CALIFORNIA COMMUNITY COLLEGES**

April 8, 2021

WHEREAS, California Community Colleges, the largest system of higher education in the country with more than 2.1 million students at 116 colleges, serves the most diverse student population of any system of higher education in the State; and

WHEREAS, The open-access mission of the California Community Colleges provides a path for economic and social mobility for its students, 43% of whom are the first in their families to attend an institution of higher education and 53% of enrolled students identify as female; and

WHEREAS, The California Community College system is composed of 58% female employees across administrators, tenured faculty, part-time faculty and classified employees; and

WHEREAS, The #EqualPayCA is a campaign led by First Partner Jennifer Siebel Newsom in partnership with The California Commission on the Status of Women and Girls (CCSWG) focused on closing the pay gap in California; and

WHEREAS, California has the strongest equal pay laws in the nation, but we recognize that change doesn't happen without education and implementation; and

WHEREAS, The #EqualPayCA campaign proposes closing the wage gap by promoting and distributing new resources from the CCSWG's Pay Equity Task Force, raising awareness about the pay gap and challenging businesses to commit to pay equity in the workplace through the CA Pay Equity Pledge; and

WHEREAS, Existing California law regulates the payment of compensation to employees by employers; and

WHEREAS, The Equal Pay Act prohibits an employer from paying any of its employees wage rates that are less than what it pays employees of the opposite sex, or of another race, or of another ethnicity for substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions; and

WHEREAS, In 2019, the California wage gap data by race/ethnicity from the National Women's Law Center as compared to white men showed that California white women earn 80 cents, Asian women earn 75 cents, Black women earn 60 cents, Latinas earn 43 cents, to every dollar earned by white men; and

WHEREAS, The Commission on Status of Women reports that there is gender gap in 97% of occupations; and

WHEREAS, By tackling unequal pay, an employer can increase workplace efficiency and productivity because they will be able to attract a larger pool of applicants; and

WHEREAS, Forty one percent (41%) of mothers are the sole or primary breadwinners in their families and make on the average, 69 cents to the dollar, as compared to fathers; and

WHEREAS, Based on today's wage gap, women lose \$407,760 over the course of a 40 year career; and

WHEREAS, The pay gap is widest for women ages 55-64 indicating that the pay gap follows women into retirement; and

WHEREAS, The disparity in earning has a significant impact on the economic security and welfare of working women and their families; now, therefore, be it

RESOLVED, That the San Bernardino Community College District joins the California Community Colleges Women's Caucus in urging the elimination of any wage gap based on gender, and supports the #EqualPayCA campaign led by First Partner Jennifer Siebel Newsom in partnership with The California Commission on the Status of Women and Girls (CCSWG); and be it further

RESOLVED, That the San Bernardino Community College District joins First Partner Jennifer Siebel Newsom's #EqualPayCA pledge and supports the implementation the California Fair Pay Act by:

- a) Conducting an annual district gender pay analysis;
- b) Conducting regional analysis of gender pay for exempt employees;
- c) Reviewing hiring and promotion processes to reduce bias and barriers;
- d) Sharing information about the California Fair Pay Act with employees;
- e) Identifying and promoting best practices that will help close the pay gap, including clear processes against retaliation.

PASSED AND ADOPTED by the Board of Trustees on April 8, 2021, by the following vote:

AYES: Viricel, Houston, Harrison, Longville, Reyes, Williams, Ramos

NOES: None

ABSENT: Singer, Rios

ABSTENTIONS: None

STATE OF CALIFORNIA)
COUNTY OF SAN BERNARDINO)

I, Jose Torres, Secretary of the Board of Trustees, do hereby certify that the foregoing is a full, true, and correct copy of a resolution passed and adopted by the Board at a regularly called and conducted meeting held on said date.

WITNESSED my hand this 8 day of April 2021.



Secretary of the Board of Trustees