

**Promote Increased Wages and Accessibility by Prohibiting Employers from Requiring Disclosure of Past Wages**

**COMMITTEE: Social & Economic Justice RESOLUTION:** SEJ-18-01

1. **WHEREAS**, the National Organization of Black Elected Legislative (NOBEL) Women
2. believes that closing the pay gap, especially for women of color, is critical to ensuring
3. people and families have equal opportunity to support themselves and will support an
4. increase in home ownership; improved health outcomes; improved economic security;
5. stronger families and communities;
6. **WHEREAS**, African American and African Immigrant women currently earn 62 cents
7. for every $1 earned by a white male with comparable qualifications and experience;
8. **WHEREAS**, Over 75 percent of African-American and African Immigrant mothers with
9. young children are in the labor force;
10. **WHEREAS**, gender discrimination has been illegal since 1969, but the wage gap
11. persists;
12. **WHEREAS**, the wage gap stems from the fact that when a woman receives a lower wage
13. for equal work, this lower wage can follow her for the rest of her life; Over 25% percent of all African American and African Immigrant female-headed households with
14. young children live in poverty;
15. **WHEREAS**, some private employers have already prohibited asking questions about
16. previous salary (Amazon, Bank of America, and Wells Fargo);
17. **WHEREAS**, women of color have been historically paid lower wages than their male
18. peers; 60 percent of African-American and African Immigrant women with
19. children earn the majority of the family income;
20. **NOW, THEREFORE, BE IT RESOLVED**, by the 2018 Legislative Summit of the
21. NOBEL Women, assembled in Birmingham, Alabama that NOBEL Women recognizes
22. the importance of eliminating the wage gap for increased economic security of all who
23. suffer from it;
24. **BE IT FURTHER RESOLVED**, that NOBEL Women urges federal, state, and local
25. policymakers to implement a prohibition of wage disclosure in an effort to eliminate the
26. wage gap; and
27. **BE IT FINALLY RESOLVED**, that NOBEL Women send a copy of this resolution to
28. the President of the United States, members of Congress, state legislators, and regulatory
29. agencies.

Introduced by: The Honorable Rena Moran

Minnesota House of Representatives