Senate Resolution No. 1442

BY: Senator PERSAUD

MEMORIALIZING Governor Kathy Hochul to proclaim July 10, 2026, as Black Women's Equal Pay Day in the State of New York

WHEREAS, It is the sense of this Legislative Body to recognize significant observances that bring awareness to issues of social and economic justice that affect the citizens of this State; and

WHEREAS, Black Women's Equal Pay Day symbolizes how far into the current year Black women must work to earn what non-Hispanic white men earned in the previous year; and

WHEREAS, According to national data, Black women who work full-time and year-round are paid approximately sixty-seven cents for every dollar paid to non-Hispanic white men, and sixty-six cents for every dollar in New York State, with an even wider gap for part-time and seasonal workers; and

WHEREAS, This wage gap results in a lifetime loss of hundreds of thousands of dollars, contributing to lower retirement savings, reduced homeownership, and fewer resources to support families; and

WHEREAS, Pay inequity for Black women persists across industries, education levels, and geographic locations, reflecting systemic discrimination rather than differences in skills or qualifications; and

WHEREAS, Black women are disproportionately represented in essential but undervalued professions, including healthcare, education, retail, and service industries, and continue to face barriers to advancement and equal pay; and

WHEREAS, Wage disparities undermine the economic security of Black women, their families, and their communities, with ripple effects on health, housing, and educational outcomes; and

WHEREAS, Closing the pay gap would lift thousands of families out of poverty, strengthen the economy of this State, and advance both racial and gender equity; and

WHEREAS, Raising awareness of Black Women's Equal Pay Day is essential to inspiring action among policymakers, employers, and the public to dismantle barriers to pay equity; now, therefore, be it

RESOLVED, That this Legislative Body pause in its deliberations to memorialize Governor Kathy Hochul to proclaim July 10, 2026, as Black Women's Equal Pay Day in the State of New York, and to reaffirm its commitment to the principle of equal pay for equal work as a matter of fairness, economic justice, and human dignity; and be it further

RESOLVED, That a copy of this Resolution, suitably engrossed, be

transmitted to The Honorable Kathy Hochul, Governor of the State of New York.