



## **Resolution Supporting Pay Equity Legislation**

**WHEREAS**, the Coalition of Bar Associations of Color (CBAC), organized in 1983, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

**WHEREAS**, the member organizations of the CBAC are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

**WHEREAS**, Congress outlawed wage discrimination based on sex through the Equal Pay Act of 1963; and

**WHEREAS**, Congress passed the Lilly Ledbetter Fair Pay Act of 2009 to help ensure that individuals subjected to unequal pay discrimination had fewer barriers to effectively assert their rights under federal anti-discrimination laws; and

**WHEREAS**, despite these measures, sex-based wage disparities persist, with women today being paid an average of 77 cents for every dollar paid to men; and

**WHEREAS**, the gap becomes even wider when the earnings of minority women are compared to those of white men; and

**WHEREAS**, U.S. Census data from recent years further reveals that full-time, year-round working women earn less than full-time, year-round working men in every state in the country; and

**WHEREAS**, these wage disparities have been amplified given job losses that women have disproportionately suffered during both the economic recession and the recent recovery period; and

**WHEREAS**, women are bearing increasing responsibility for supporting families, with nearly 40 percent of mothers being the primary breadwinners for their families; and

**WHEREAS**, equal pay and opportunity in the workforce are critical to support the country's economic growth and ensure that they and their families can be self-sufficient; and

**WHEREAS**, the closure of the wage gap requires laws that both provide workers with the mechanisms to challenge discrimination against them and ensure employers have the knowledge of and incentive to comply with the law.

**NOW THEREFORE BE IT RESOLVED**, that the CBAC supports the Paycheck Fairness Act, which would:

- Update the Equal Pay Act of 1963 by closing loopholes in the earlier legislation and bar retaliation against workers who disclose their wages with others and raise the issue of wage parity.
- Allow women to receive the same remedies for sex-based pay discrimination that are available for workers discriminated against on the basis of race or national origin.
- Provide for training and technical assistance and require data collection and research on the cause and persistence of the wage gap between women and men.

**THEREFORE BE IT FURTHER RESOLVED**, that the CBAC supports further legislative efforts to strengthen the ban on sex-based pay discrimination; and

**THEREFORE BE IT FURTHER RESOLVED**, that the CBAC authorizes the communication of the content of this resolution to members of the U.S. Senate, members of the U.S. House of Representatives, the press, and to others the CBAC deems appropriate to receive the information; and

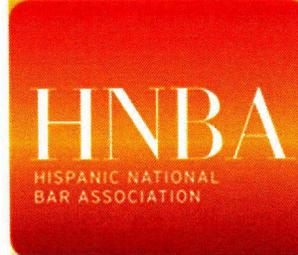
**THEREFORE BE IT FINALLY RESOLVED**, that this resolution shall be the legislative priority of the CBAC until it is withdrawn or modified by subsequent resolution.

**CERTIFICATION**

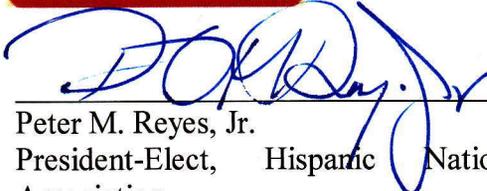
We, the duly elected leadership of the Hispanic National Bar Association, the National Asian Pacific American Bar Association, the National Bar Association, and the National Native American Bar Association, hereby certify that this resolution was duly enacted by the CBAC at its annual meeting on the 16th of May 2012.

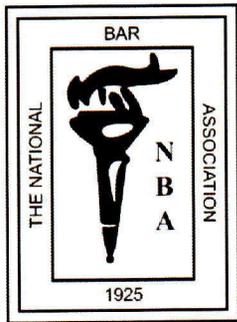


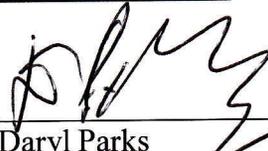
National Asian Pacific American Bar Association

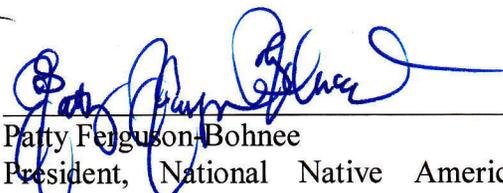


  
\_\_\_\_\_  
Nimesh Patel  
President, National Asian Pacific American Bar Association

  
\_\_\_\_\_  
Peter M. Reyes, Jr.  
President-Elect, Hispanic National Bar Association



  
\_\_\_\_\_  
Daryl Parks  
President, National Bar Association

  
\_\_\_\_\_  
Patty Ferguson Bohnce  
President, National Native American Bar Association