

**RESOLUTION # 21-18**  
**A Resolution of the Board of Trustees of Coast Community College District in Support of Equal Pay in California Community Colleges**

- WHEREAS, Coast Community College District, with over 63,000 students annually, is the 8th largest community college district in California; and
- WHEREAS, The open-access mission of the California Community Colleges provides a path for economic and social mobility for its students; and
- WHEREAS, 51% of Coast Community College District students identify as female and 77% identify as belonging to an ethnicity other than White Non-Hispanic; and
- WHEREAS, Coast Community College District is composed of 55% 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 does not happen without education and implementation; 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 the Status of Women reports that there is gender gap in 97% of occupations; 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 Board of Trustees of Coast Community College District joins #EqualPayCA pledge and advances the implementation of the California Fair Pay Act by:
- a) Conducting a district gender pay analysis and identifying if any pay gaps exist;
  - b) Reviewing hiring and promotion processes to reduce bias and barriers;

- c) Sharing information about the California Fair Pay Act with employees;
- d) Identifying and promoting best practices that will help close the identified pay gaps, if any.

I, Jane Burton, Secretary of the Board of Trustees of Coast Community College District, hereby certify that on this day, the seventeenth of March in the year of two thousand and twenty-one, this Resolution was adopted by the Board by a vote of:

Aye: Trustees Grant, Hornbuckle, Moreno, Patterson and Prinsky  
No: None  
Abstain: None  
Absent: None

  
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Jane Burton  
Board Secretary