

**First Regular Session  
Seventy-fourth General Assembly  
STATE OF COLORADO**

**INTRODUCED**

LLS NO. R23-0921.01 Jessica Wigent x3701

**HJR23-1018**

---

**HOUSE SPONSORSHIP**

**Bacon and Gonzales-Gutierrez,**

**SENATE SPONSORSHIP**

**Buckner and Danielson,**

---

**House Committees**

**Senate Committees**

---

**HOUSE JOINT RESOLUTION 23-1018**

101      **CONCERNING THE DESIGNATION OF MARCH 14, 2023, AS "EQUAL PAY**  
102            **DAY" IN COLORADO, AND, IN CONNECTION THEREWITH,**  
103            **ACKNOWLEDGING THE PERSISTENT PROBLEM OF WAGE**  
104            **DISPARITY.**

---

1            WHEREAS, Fifty-eight years after the passage of the "Equal Pay  
2            Act of 1963" and Title VII of the "Civil Rights Act of 1964", people who  
3            identify as women, trans women, gender-expansive people, and women  
4            of color continue to suffer the consequences of being paid less than men  
5            for doing the same work; and

6            WHEREAS, According to a report released in 2023 by the  
7            Women's Foundation of Colorado and the Institute for Women's Policy  
8            Research, Colorado women earned just 83 cents on the dollar compared  
9            to their male counterparts; and

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters or bold & italic numbers indicate new material to be added to existing law.*  
*Dashes through the words or numbers indicate deletions from existing law.*

1           WHEREAS, Based on its 2018 research, the Institute for Women's  
2 Policy Research estimates that women in Colorado will not receive equal  
3 pay until 2057 if progress continues at the same rate as it has since 1960;  
4 and

5           WHEREAS, The wage gap is not only discernible by gender but  
6 also by race, ethnicity, and other intersections of identity; and

7           WHEREAS, We recognize that the problem of pay disparity  
8 impacts different communities across the state more significantly:

- 9           ● Asian American, Native Hawaiian, and Pacific Islander  
10 Women's Equal Pay Day is May 3; Asian American, Native  
11 Hawaiian, and Pacific Islander women are paid 75 cents for  
12 every dollar paid to White men;
- 13           ● LGBTQIA+ Equal Pay Awareness Day is June 15;  
14 LGBTQIA+ women are paid 69 cents for every dollar paid  
15 to White men;
- 16           ● Moms' Equal Pay Day is September 8; Moms are paid 58  
17 cents for every dollar paid to dads;
- 18           ● Black Women's Equal Pay Day is September 21; Black  
19 women are paid 58 cents for every dollar paid to White  
20 men;
- 21           ● Latina Women's Equal Pay Day is October 8; Latina  
22 women are paid 54 cents for every dollar paid to White  
23 men; and
- 24           ● Native Women's Equal Pay Day is November 30; Native  
25 women are paid 51 cents for every dollar paid to White  
26 men; and

27           WHEREAS, Based on analysis from the National Women's Law  
28 Center on today's wage gap, over the course of a 40-year career, a White  
29 woman will lose \$519,160, an Asian woman will lose \$620,560, a Black  
30 woman will lose \$949,680, a Latina woman will lose \$1,182,080, and a  
31 Native American woman will lose \$1,089,960; and

32           WHEREAS, A lifetime of lower pay means women have less  
33 income to save for retirement and less income counted in a social security  
34 or pension benefit formula; and

35           WHEREAS, Earnings for full-time workers tend to increase with  
36 age, though earnings increase more slowly after age 45 and even decrease  
37 after age 55; the gender pay gap also grows with age, and differences

1 among older workers are often considerably larger than differences  
2 among younger workers; and

3 WHEREAS, There exists a strong business and public interest case  
4 for equal pay for equal work; and

5 WHEREAS, Equal pay would cut the Colorado poverty rate for  
6 working women from 8% to 4.6%, which would reduce their poverty rate  
7 by 42.4 %, and for single mothers, the poverty rate would be lowered  
8 from 23.7% to 12.6%, which would reduce their poverty rate by 46.8%;  
9 and

10 WHEREAS, Equal pay policies can be implemented simply and  
11 without undue costs or hardship in both the public and private sectors;  
12 and

13 WHEREAS, Closing the pay gap between men and people who  
14 identify as women, trans women, gender-expansive people, and women  
15 of color strengthens the security of families and eases future retirement  
16 costs, while enhancing the Colorado economy by raising gross domestic  
17 product by \$10.72 billion; and

18 WHEREAS, Tuesday, March 14, 2023, is the day chosen to  
19 symbolize the time of year in which the average wages paid to American  
20 women begin to catch up to the wages paid to American men from the  
21 previous year for the same work; now, therefore,

22 *Be It Resolved by the House of Representatives of the*  
23 *Seventy-fourth General Assembly of the State of Colorado, the Senate*  
24 *concurring herein:*

25 That we, the members of the Colorado House of Representatives  
26 and Senate:

27 (1) Proclaim Tuesday, March 14, 2023, to be "Equal Pay Day" in  
28 the state of Colorado; and

29 (2) Urge governmental agencies, nonprofit and labor  
30 organizations, businesses, and individuals to take steps to implement  
31 equal-pay policies to help close the pay gap for Colorado's women and  
32 minorities.

1            *Be It Further Resolved*, That a copy of this Joint Resolution be  
2 sent to President Joe Biden; Colorado Governor Jared Polis; Colorado  
3 Lieutenant Governor Dianne Primavera; the members of Colorado's  
4 Congressional delegation; United States Secretary of Labor Martin J.  
5 Walsh; and Colorado Department of Labor and Employment Executive  
6 Director Joe Barela.