

SENATE JOINT RESOLUTION NO. 11—SENATOR SPEARMAN

MARCH 22, 2021

Referred to Committee on Commerce and Labor

SUMMARY—Urges Congress to ratify the Convention on the Elimination of all Forms of Discrimination Against Women. (BDR R-969)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State: No.

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

SENATE JOINT RESOLUTION—Urging Congress to ratify the Convention on the Elimination of all Forms of Discrimination Against Women.

1 WHEREAS, The Convention on the Elimination of all Forms of
2 Discrimination Against Women, an international human rights
3 treaty promoting gender equity, was adopted by the United Nations
4 General Assembly in 1979 and formally instituted in 1981; and

5 WHEREAS, The Convention requires eliminating discrimination
6 against women in all its forms, including in the areas of economic
7 development, health, safety and education; and

8 WHEREAS, The United States Census Bureau indicates a
9 persistent wage gap of 18 to 20 percent between men and women
10 and a perpetual difference between the wages that women of color
11 are paid compared with those of their white counterparts; and

12 WHEREAS, The national median annual pay for a woman who
13 holds a full-time, year-round job is \$47,299, while the median
14 annual pay for a man who holds a full-time, year-round job is
15 \$57,456, which means that women in the United States are paid 82
16 cents for every dollar paid to men, amounting to an annual gender
17 wage gap of \$10,157; and

18 WHEREAS, The wage gap is widest for many women of color as
19 among women who hold full-time, year-round jobs in the United
20 States, African-American women are typically paid 63 cents, Native
21 American women are paid 60 cents and Hispanic or Latina women



1 are paid just 55 cents for every dollar paid to white, non-Hispanic
2 men; and

3 WHEREAS, White, non-Hispanic women are paid 79 cents and
4 Asian-American women 87 cents for every dollar paid to white,
5 non-Hispanic men, and Asian-American and Pacific Islander
6 women of some ethnic and national backgrounds fare much worse;
7 and

8 WHEREAS, The median annual gender wage gap in Nevada is
9 \$6,522, while the gender wage gap is \$27,747 for Hispanic or Latina
10 women, \$22,164 for African-American women, \$12,119 for white,
11 non-Hispanic women and \$19,297 for Asian-American women; and

12 WHEREAS, The gender wage gap demonstrates how far the
13 nation and the State must go to ensure that women can participate
14 fully and equally in the economy; and

15 WHEREAS, These facts and figures represent the consequences
16 of sexism and white supremacy in the United States and how the
17 country systematically devalues women, particularly women of
18 color, and their labor; and

19 WHEREAS, This persistent, pervasive wage gap is driven in part
20 by gender and racial discrimination, workplace harassment, job
21 segregation and a lack of workplace policies that support family
22 caregiving, which is still most often performed by women; and

23 WHEREAS, On average, women employed full time in the
24 United States lose a combined total of more than \$956 billion every
25 year due to the gender wage gap, which means that women and their
26 families have less money to support themselves, save and invest for
27 the future and spend on goods and services, leaving families,
28 businesses and the economy all to suffer as a result; and

29 WHEREAS, In the United States, mothers are the breadwinners in
30 nearly half of families with children under 18, and 34 million
31 households in the United States are headed by women, more than 6
32 million of whom support children under 18; and

33 WHEREAS, 8.2 million United States households, including more
34 than 2 million with children under 18, have incomes that fall below
35 the poverty level; and

36 WHEREAS, The gender wage gap persists regardless of industry,
37 occupation and education level, and there are numerous causes that
38 contribute to the wage gap, including discrimination and bias; and

39 WHEREAS, Violence against women is a manifestation of
40 historically unequal power relations between men and women,
41 which have led to domination over and discrimination against
42 women by men, preventing the full advancement of women; and

43 WHEREAS, Some groups of women, such as women belonging
44 to minority groups, indigenous women, refugee women, migrant
45 women, women living in rural or remote communities, destitute



1 women, women in institutions or in detention, female children,
2 women with disabilities, elderly women and women in situations of
3 armed conflict, are especially vulnerable to violence; and

4 WHEREAS, Violence against women in the family and in society
5 is pervasive and cuts across lines of income, class and culture and
6 must be matched by urgent and effective steps to eliminate its
7 occurrence; and

8 WHEREAS, The COVID-19 pandemic has shed light on and
9 exacerbated the many inequities that exist within the United States,
10 and it has been women, gender minorities, people of color and other
11 marginalized groups who have borne the brunt of the pandemic's
12 worst impacts; and

13 WHEREAS, The education, health care and service workforces
14 are composed predominantly of women, and the gendered impacts
15 of the pandemic will require a thorough examination and mitigation
16 considering the already existing inequities; and

17 WHEREAS, Since the start of the pandemic women have lost
18 more jobs than men, which is eliminating the gains made by women
19 in the workplace; and

20 WHEREAS, There is a real need and demand to address structural
21 and systemic gender inequality in order to recover sustainably,
22 challenge the status quo and make institutional changes that work
23 for those who have been left behind; and

24 WHEREAS, An analysis by the National Women's History
25 Museum on the standard K-12 curriculum in social studies for all
26 states and territories estimates that only 178 women are mentioned
27 in today's schoolbooks, compared to more than 550 men, with more
28 than 60 percent of the women named being white or non-Hispanic,
29 and 25 percent African-American, with even less representation for
30 Hispanic or Latina, Native American, and Asian-American or
31 Pacific Islander women; and

32 WHEREAS, Studies show that in standard K-12 curricula, women
33 were mentioned in domestic roles 53 percent of the time, while
34 women's rights and suffrage activists were mentioned less than 27
35 percent of the time; and

36 WHEREAS, Although women and girls have made gains toward
37 equality in many fields in the State and in the United States, more
38 needs to be accomplished to end sex-based discrimination fully and
39 achieve full equality; now, therefore, be it

40 RESOLVED BY THE SENATE AND ASSEMBLY OF THE STATE OF
41 NEVADA, JOINTLY, That the members of the 81st Session of the
42 Nevada Legislature hereby urge Congress to ratify the Convention
43 on the Elimination of all Forms of Discrimination Against Women;
44 and be it further



1 RESOLVED, That the Secretary of the Senate prepare and
2 transmit a copy of this resolution to the Vice President of the United
3 States as the presiding officer of the Senate, the Speaker of the
4 House of Representatives and each member of the Nevada
5 Congressional Delegation; and be it further
6 RESOLVED, That this resolution becomes effective upon
7 passage.

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