

Senate Joint Resolution No. 11—Senator Spearman

FILE NUMBER.....

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

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

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

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

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

WHEREAS, The wage gap is widest for many women of color as among women who hold full-time, year-round jobs in the United States, African-American women are typically paid 63 cents, Native American women are paid 60 cents and Hispanic or Latina women are paid just 55 cents for every dollar paid to white, non-Hispanic men; and

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

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

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

WHEREAS, These facts and figures represent the consequences of sexism and white supremacy in the United States and how the



country systematically devalues women, particularly women of color, and their labor; and

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

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

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

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

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

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

WHEREAS, Some groups of women, such as women belonging to minority groups, indigenous women, refugee women, migrant women, women living in rural or remote communities, destitute women, women in institutions or in detention, female children, women with disabilities, elderly women and women in situations of armed conflict, are especially vulnerable to violence; and

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

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

WHEREAS, The education, health care and service workforces are composed predominantly of women, and the gendered impacts



of the pandemic will require a thorough examination and mitigation considering the already existing inequities; and

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

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

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

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

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

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

RESOLVED, That the Secretary of the Senate prepare and transmit a copy of this resolution to the Vice President of the United States as the presiding officer of the Senate, the Speaker of the House of Representatives and each member of the Nevada Congressional Delegation; and be it further

RESOLVED, That this resolution becomes effective upon passage.

