



**RESOLUTION NO. 2021-07**  
**VENTURA COUNTY COMMUNITY COLLEGE DISTRICT**  
**BOARD OF TRUSTEES**

**RESOLUTION IN SUPPORT OF EQUAL PAY IN CALIFORNIA COMMUNITY COLLEGES**

**WHEREAS**, the California Community Colleges, the largest system of higher education in the country with more than 2.1 million students at 116 colleges, serves the most diverse student population of any system of higher education in the state; and

**WHEREAS**, the open-access mission of the California Community Colleges provides a path for economic and social mobility of its students, 43% of whom are the first in their families to attend an institution of higher education, and 53% of enrolled students identify as female; and

**WHEREAS**, the California Community College system is comprised of 58% female employees across administrators, tenured faculty, part-time faculty, and classified employees; and

**WHEREAS**, the California Community College Women's Caucus was launched in Fall 2020 to unify and support women from across California Community Colleges and commits to recognize women's contributions, support leadership development, advance career opportunities and pay equity, and expand the pipeline for tomorrow's leaders; 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**, The #EqualPayCA campaign proposes closing the wage gap by promoting and distributing new resources from the CCSWG's Pay Equity Task Force, raising awareness about the pay gap, and challenging businesses to commit to pay equity in the workplace through the Pay Equity Pledge; and

**WHEREAS**, California has the strongest equal pay laws in the nation, but we recognize that change doesn't happen without education, discussion, leadership, and implementation; and

**WHEREAS**, existing California law regulates the payment of compensation to employees by employers; and

**WHEREAS**, the California 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 2021, 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 88 cents, Asian women earn 76 cents, Black women earn 61 cents, Native American women earn 50 cents, and Latinas earn 42 cents to every dollar earned by white men; and

**WHEREAS**, the United Nations' Commission on the Status of Women reports that there is gender gap in 97% of occupations; and

**WHEREAS**, twenty five percent (25%) of working women in the U.S. say they have earned less than a man doing the same job compared with 5% of men who said they earned less than a woman doing the same job; and

**WHEREAS**, by addressing unequal pay, employers can increase efficiency and productivity because they attract a larger pool of applicants to choose from; and

**WHEREAS**, forty-one percent (41%) of working mothers are the sole or primary breadwinners in their families and make on the average 69 cents to the dollar, as compared with working fathers; and

**WHEREAS**, in California, working mothers represent 37% of primary breadwinners and 22% of co-breadwinners in their families; and

**WHEREAS**, based on today's wage gap, women lose \$407,760 over the course of a 40-year career; and

**WHEREAS**, the pay gap is the widest for women ages 55-64, indicating that the pay gap follows women into retirement; and


**WHEREAS**, research shows when women make less money than their male counterparts, they are 2.4 times more likely to experience depression and four times more likely to experience anxiety; 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 the Ventura County Community College District hereby urges the elimination of any wage gap based on gender and supports the #EqualPayCA 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; now, therefore, be it

**RESOLVED**, that the Chancellor will distribute a copy of this resolution to all three campuses in the District and local legislative and business partners to increase awareness about pay equity.

Adopted this, 14<sup>th</sup> day of September 2021.


  
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Joshua Chancer, Board Chair

  
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Stan Mantooth, Trustee

  
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Gabriela Torres, Trustee

  
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Dianne B. McKay, Vice Chair

  
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Bernardo M. Perez, Trustee

  
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Greg Gillespie, Ph.D., Chancellor