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Age and Gender Equity in the Arts
American Association of University
Women of Oregon
Clackamas Women's Services
Coalition for Equal Access for Girls
Domestic Violence Resource Center
Dress for Success Oregon
Emerge Oregon
Girls Inc. of the Pacific Northwest
Not OK PDX
Oregon CEDAW Coalition
Oregon Coalition Against Domestic and
Sexual Violence
Oregon Commission for Women
Oregon NOW
Raphael House
Rock N Roll Camp for Girls
Saturday Academy
Stop Sexual Assault in Schools
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To Representative Paul Holvey:

The Oregon Women's Equity Coalition (OWEC) strongly supports the passage of the Fair Pay Bill (HB 2005).

Founded in 2013, OWEC is dedicated to advancing equity for Oregon women and girls. Our membership is primarily organizations serving women and girls, as well as individuals dedicated to advancing gender equity. Our coalition is organized around core principles that determine how we prioritize our advocacy, convening, and collaboration efforts.

HB 2005 has the full support of OWEC because it directly reflects our commitment to advancing Economic Success:

By "economic success" we mean that all women and girls can independently meet their basic financial needs, their earning opportunities are not hindered by family responsibilities or societal norms, and they are supported to earn positions and the competitive salaries that accompany them.

According to *Count Her In*, the recent report on the status of women and girls in Oregon from the Women's Foundation of Oregon, women are denied earning comparable salaries as their male counterparts. For each dollar a man earns, women earn \$0.75 or less in 22% of counties in Oregon and \$0.751-\$0.85 in 66% of counties in Oregon.

When we consider the intersection of gender and race/ethnicity, the wage gap widens for women of color. Hispanic women earn only \$0.53 per dollar earned by all men, followed by American Indian/Alaskan Native women who earn \$0.69 and Black women who earn \$0.77 on the dollar.

Without policy intervention, there is little confidence the practice of paying women less will change. We know that the wage gap contributes to significantly higher rates of poverty in female-headed households. We need to do better on behalf of women. HB 2005 is a step in the right direction, and frankly, this policy has been a long time in coming. Equal pay for equal work has been a rallying cry for generations.. Never has there been a time in Oregon when women weren't in the workforce and never has there been a time when Oregon women as a whole have received equal pay for equal work.

We urge you to right this wrong and to finally remove a barrier that has kept women and girls from their full earning potential.

Rebecca Alexander & Jodi Ballard-Beach
Co-Chairs, Oregon Women's Equity Coalition