

# YWCA IS ON A MISSION

February 22, 2017

Dear Chair Holvey and Members of the Committee,

On behalf of the YWCA of Greater Portland, I respectfully request your support for HB 2005, the Fair Pay Bill. As one of the oldest and largest women's organizations in the nation, with 2.6 million members across 300 local associations, the YWCA of Greater Portland has been serving the Portland community for over 110 years, while evolving to meet the changing needs of the women we serve.

Today the YWCA's focus remains on empowering women and their families to achieve safety, opportunity, and independence. However, when women earn less than men in the same or similar job, this undermines the economic survival of their families and directly affects women's retirement security down the road. In fact, equal pay is crucial for ALL women:

- Women of every race are paid less than their male peers.
- Mothers are paid less than fathers.
- Women are affected by the wage gap as soon as they enter the workforce.
- Older women experience a wage gap in retirement income, due in large part to the wage gap they experienced during their working years.
- Lesbian women make less than men, regardless of men's sexual orientation.
- Transgender women make less after their transition.
- Women at all education levels and in nearly every occupation experience the wage gap.
- Basing current wage on prior wage systematically perpetuates wage inequity.

Pay equity—evaluating and compensating jobs based on their skill, effort, responsibility and working conditions, and not on the people who hold the jobs—is a solution to eliminating wage discrimination and closing the wage gap. HB 2005 would make it unlawful employment practice to discriminate between employees or applicants on the basis of race, color, religion, sex, sexual orientation, national origin, marital status or age in the payment of wages or other compensation for work of comparable character. It would also bar employers from screening job applicants based on current or past compensation. These are key factors in making sure that workers in Oregon are compensated fairly for equally hard, equally skilled, and equally responsible work.

We hope that you will join us in supporting women and families across Oregon by voting yes for HB 2005.

Thank you,

  
Susan Stoltenberg  
CEO, YWCA of Greater Portland

eliminating  
empowering  
**ywca**

of greater portland PO Box 4587 | Portland, OR | 97208 | 503.294.7400 | [ywcapdx.org](http://ywcapdx.org)