

Today is a historic day. After years of working with the City Council on this legislation, we are now gathered on the steps of City Hall to celebrate the imminent passage of Bill 633.

Pay disparity based on gender and race has been common practice in New York City for far too long. White men doing the same exact jobs as women and minorities, have historically been paid significantly more.

With this new legislation, City agencies will be required to annually report their data on gender, pay, titles, and more, to make sure that everyone with the **same title** doing the **same work** gets paid the appropriate salary – regardless of whether they are male ... female ... black ... white ... Asian ... Latino ... or part of the LGBTQ community. The color of our skin, or our sexual orientation should NOT determine how we get paid.

Gender parity is fundamental to whether and how economies and societies thrive. New York City's talent pool is not comprised of just white men. In fact, there are plenty of minority women with higher educations working far below their pay grade.

In fact, that is the reason CWA Local 1180 filed an EEO case against the City of New York. Our 1600 plus Administrative Managers who are minorities and females have been working for significantly less than their male counterparts for years. I am happy to say that we are in the process of signing the settlement terms of that case and this legislation only helps New York City not have other cases filed against them.

This bill makes sure we will have transparency of hiring practices and will hopefully put an end to the exact institutional racism my members have been facing. It's all about **Full Gender Equality** in what is supposed to be one of the most progressive cities in America.

The day we can erase Equal Pay Day from our calendars will be a great day. This bill goes a long way in making sure that happens.

I want to thank Majority Leader Laurie Cumbo, the Speaker Corey Johnson, as well as Councilman Daneek Miller and all those who have stood behind this bill to get us to where we are today. When our elected officials and organized labor work hand in hand, we **can** make positive change.