Written Testimony Supporting House Bill 6380, An Act Concerning the Disclosure of Salary Range for a Vacant Position

Senator Kushner, Representative Porter, Ranking Member Sampson, Ranking Member Arora, and distinguished members of the Labor and Public Employees Committee:

My name is Kelly McConney Moore, and I am the interim senior policy counsel for the American Civil Liberties Union of Connecticut (ACLU-CT). I am submitting this testimony in support of House Bill 6380, An Act Concerning the Disclosure of Salary Range for a Vacant Position.

We strongly encourage the committee to support House Bill 6380. The ACLU-CT believes that all women should have equal access to employment, free from discrimination. We oppose discrimination based on sex and gender stereotypes and on pregnancy and parenting. We also oppose discrimination in the form of barriers to women working in male-dominated fields and the systemic undervaluing of work in fields dominated by women. And we work to challenge unfair employment practices that disproportionately harm women suffering from intersecting forms of discrimination, including discrimination on the basis of race, ethnicity, national origin, and religion.

The gap in pay between women and men reflects these and other forms of discrimination. As of 2018, women in Connecticut are paid only 84% of what men are

paid.[1] This gap is even more pronounced among women of color: in Connecticut, Latinas are paid 48% of what white men are paid, and Black women are paid 57% of what white men are paid.[2] Nationwide, Native Hawaiian and Pacific Islander women are paid 59% of what white men are paid, and American Indian and Alaskan Native women are paid 57% of what white men are paid.[3] The pay gap also increases with age,[4] and it exists across workers of all educational levels. Connecticut must take meaningful steps to eradicate wage discrimination against women.

House Bill 6380 tackles the wage gap by requiring pay transparency. Available evidence indicates that pay transparency is a powerful way to reduce the gender pay gap.[5] Companies with pay transparency policies have largely achieved pay equity.[6] The policy solution in House Bill 6380 could lead to a decrease in disparate treatment of women, particularly women who face intersecting forms of discrimination. It could also benefit men of color, LGBTQ people, and others who make less relative to white men.

By ensuring all Connecticut workers are aware of what their pay should be, it makes it more likely that women will be able to access fair and equal pay for equal work. Because of that, House Bill 6380 could take steps towards ending some of the harms of past and current discriminatory practices that devalue the work of women, particularly women of color, and perpetuate the cycle of underpaying women. The ACLU-CT thus strongly encourages the committee to support House Bill 6380.

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[1] "NWLC Connecticut." National Women's Law Center (2018), *available at* https://nwlc.org/state/connecticut/.
[2] *Id.*
[3] "The Simple Truth about the Gender Pay Gap." American Association of University Women (Sept. 2017), *available at* https://www.aauw.org/files/2017/09/TheSimpleTruthFall2017OnePager-nsa.pdf.
[4] "Gender Pay Gap at Its Widest among Women in Their 50s." The Independent (Oct. 28, 2019), *available at* https://www.independent.co.uk/life-style/women/gender-pay-gap-women-50s-age-salaries-rest-less-ons-a9173796.html.
[5] *See* Kim Elsessner, "Pay Transparency Is the Solution to the Pay Gap: Here's One Company's Success Story." Forbes (Sept. 5, 2018), *available at* https://www.forbes.com/sites/kimelsesser/2018/09/05/pay-transparency-is-the-solution-to-the-pay-gap-heres-one-companys-success-story/#7e4958f35010.
[6] Courtney Connley, "Data Show Pay Transparency Could Be the No.1 Solution to Closing the Gender Pay Gap." CNBC (Feb. 11, 2020), *available at* https://www.cnbc.com/2020/02/11/data-shows-pay-transparency-could-close-the-gender-pay-gap.html.