



Legislative Testimony  
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**Written Testimony Supporting Senate Bill 765,  
An Act Ensuring Fair and Equal Pay for Equal Work**

Senator Kushner, Representative Porter, and distinguished members of the Labor and Public Employees Committee:

My name is David McGuire, and I am executive director of the American Civil Liberties Union of Connecticut (ACLU-CT). I am submitting this testimony in support of Senate Bill 765, An Act Ensuring Fair and Equal Pay for Equal Work.

The ACLU of Connecticut works to ensure that all women have equal access to employment, free from discrimination. We oppose discrimination based on sex and gender stereotypes and on pregnancy and parenting. We 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 2017, women in Connecticut are paid only 85.1% of what men are paid. This gap is even more pronounced among women who face intersecting forms of discrimination; nationwide, Latinas are paid 54% of what white men are paid; Black women are paid 63% of what white men are paid; 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. The pay gap also increases with age, and it exists across workers of all educational levels. Connecticut can and must take meaningful steps to eradicate this form of discrimination against women.

By ensuring all Connecticut workers receive fair and equal pay for equal work, Senate Bill 765 would provide for the remediation of past and current discriminatory practices that

devalue the work of women and perpetuate the cycle of women being underpaid. The ACLU-CT strongly encourages the committee to support Senate Bill 765.