

July 22, 2016

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Dear Members of the California Pay Equity Task Force:

Today we are honored to have you join the California Commission on the Status of Women and Girls for the official launch of the California Pay Equity Task Force. The mission of this statewide, multi-stakeholder Task Force is to engage diverse interests and facilitate an ongoing dialogue about pay equity. Today we bring together employees and their advocates, small and large employers, policymakers, experts in human resources and compensation practices, industrial organizational psychologists, social scientists, and legal and other experts from the public and private sectors.

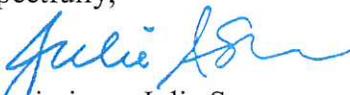
As equal pay takes center stage in our country's local and national policy agendas, California is well poised to lead the rest of the nation in this moment of real change. Women make up half of the workforce, and that, coupled with decades of advocacy have brought the gender wage gap front and center. There has never been a better time for us to bring employers and employees together to collaborate on these issues.

As we move forward, we ask all Task Force members for their guidance and expertise as we determine practical ways California's small and large employers can proactively comply with California's Fair Pay Act. In our search for best practices, we have identified an initial framework for discussions and subcommittee work that includes compliance, deliverables, enforcement, job classifications, policy and practice, evaluating systems and data, legal definitions, measuring the pay gap, and pay audits.

We expect these topics to generate lively conversations. We ask members and the public for input and recommendations for additional topics and to contribute information for an informed dialogue.

We look forward to getting to know each of you in the months ahead, and we are confident ours will be a productive partnership that will provide a strong example to the rest of the country.

Respectfully,


Commissioner Julie Su


Commissioner Lauri Damrell

Co-chairs of the California Pay Equity Task Force