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Mayor Pushes for Gender Equality, City Leads by Example

Mayor forms "Equity in Pay Taskforce" to help develop incentives for City contractors

Albuquerque, NM – Today Mayor Richard J. Berry announced that he will convene an 'Equity in Pay Taskforce', led by the Human Rights Office to address inequities in salaries and wages based on gender. Mayor Berry wants to ensure that women are being equally compensated for their efforts, like their male counterparts. Preliminary numbers show that the while National statistics indicate that women are paid on an average 23% less than men in comparable roles, the City of Albuquerque's stats show the variation to be less than 6%.

"I'm proud of our leadership as a city, when compared nationally, but I believe we can do better," said Mayor Berry. "There is room for improvement within our own organization, and that's why we will be working towards attaining complete equity; in this we will also pay homage to all the champions who've empowered this movement."

Mayor Berry has asked Councilor's Roxanna Meyers and Janice Arnold-Jones to sponsor "Pay Equity" legislation that will require private contractors to submit reports on pay equity beginning this fall for all City vendors or contractors with 10 or more employees and file this report to the City's Human Rights Office. The same form that is used for compliance by the State will be required by the City, streamlining and simplifying the process for vendors and contractors. This data will be an important benchmark for the City to have and for the Equity in Pay Taskforce to analyze.

With a record number of women in the workforce and two-thirds of women functioning as primary or co-bread winners for their families, equal pay for women is critical to a family's economic security, this according to the Whitehouse's Jobs and Economic Security for America's Women Report.

Dr. Martha Burk, a prominent expert in gender pay equity, has been instrumental in the development of this initiative and has shared her seasoned experience as Albuquerque moves to become the first City in the country to develop and implement this type of initiative.

"I applaud the Mayor for taking-on this meaningful initiative, Albuquerque will be the first City in the country to implement this important imitative for women." said Dr. Burk. "This is a very important issue for women and I'm honored to be a part of it."

By next summer, the "Equity in Pay Taskforce" will be charged to develop and issue a points system for incentivizing progress in pay equity through the City's RFP process, similar to the Local and Veteran's preferences.

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