

Congress of the United States
Washington, DC 20515

October 2nd, 2019

The Honorable Janet Dhillon
Chair
U.S. Equal Employment Opportunity Commission
131 M Street, N.E.
Washington, D.C. 20507

Dear Chair Dhillon:

We write to express our strong opposition to the Equal Employment Opportunity Commission's (EEOC) recent decision to halt progress toward closing the gender and racial wage gap. By refusing to require the Employer Information Report (EEO-1), which requires employers to report on compensation across race, sex, and ethnicity, the EEOC jeopardizes the economic security of people across the country.

In 2016, the Obama Administration directed the EEOC to collect pay data from large companies. This data is vital to helping the EEOC detect patterns of pay discrimination and enforce equal pay laws. The EEOC's decision not to comply with this directive raises serious questions about whether the Administration will continue to protect workers from pay discrimination.

Equal pay is an issue of economic fairness and is essential for women and their families across the country. Women in the U.S. who work full time, year round are paid only 82 cents, on average, for every dollar paid to men – and for women of color the wage gap is even larger. Black women make only 62 cents, on average for every man's dollar, and Latinas make 54 cents, on average, for every man's dollar. Similarly, the EEOC has found that African American men and Hispanic men who worked full time in wage and salary earn approximately 76 percent and 69 percent, respectively, of white men's median weekly earnings.

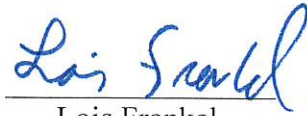
In addition, pay decisions are often cloaked in secrecy. Over 60 percent of private sector workers report that discussing pay is discouraged or prohibited in their office. Workers cannot all depend on anonymous notes to discover pay inequities. Data from large companies on pay practices by sex, race and ethnicity allows the EEOC to better detect and put an end to patterns of discrimination.

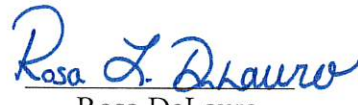
We cannot overemphasize our disappointment in the EEOC's decision. Pay data is key to ensuring women and families are able to succeed. As much as 38 percent of the gender wage gap cannot be explained by differences in occupation, industry, experience, education, race, union status, and religion – pointing to bias and discrimination as a potential factor.

The EEOC's refusal to continue efforts to close the gender and racial wage gap, and to allow employers to continue to hide the wage gaps that exist behind closed doors is unacceptable.

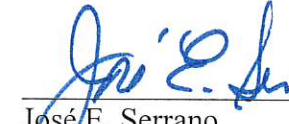
Paying people fairly for the work they do should not be dependent on their gender, race, or ethnicity.

Sincerely,



Lois Frankel
Member of Congress



Rosa DeLauro
Member of Congress



Jackie Speier
Member of Congress

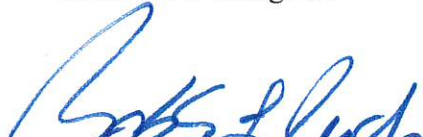

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Member of Congress



Gwen Moore
Member of Congress

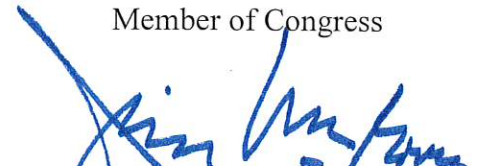

Rashida Tlaib
Member of Congress



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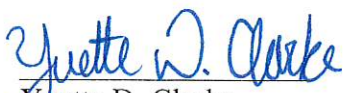

Daniel W. Lipinski
Member of Congress

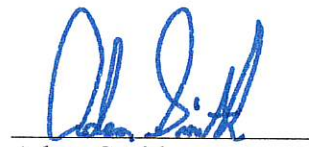

James P. McGovern
Member of Congress



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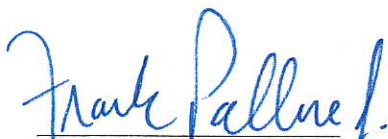

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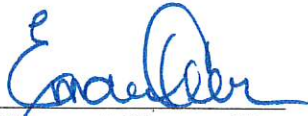
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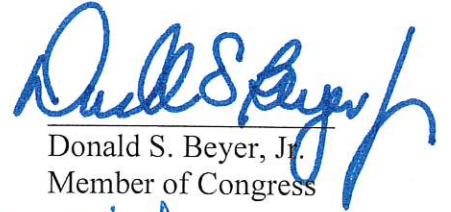
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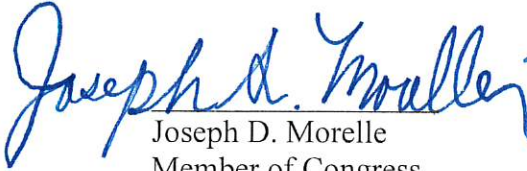
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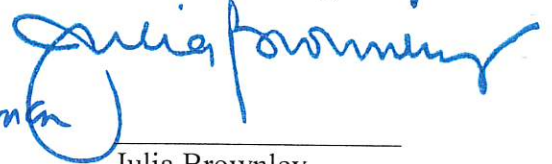
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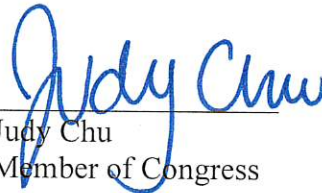
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Julia Brownley
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