



RESOLUTION NO. 2257-2022

Resolution to Evaluate Gender Equity in Haverford Township Compensation Packages and Policies

Whereas, the month of March is recognized in the United States as Women's History Month, a time to honor and celebrate the contributions and achievements of women in the building of our nation and in everyday life; and

Whereas, throughout our nation's history, women have continued to blaze trails for future generations of women and girls, often in the face of adversity and with inadequate recognition for their work; and

Whereas, the labor and efforts of the women before us have led to advancements in science, math, medicine, arts, and human rights, and have paved the way for women's increased participation in our country's legislative bodies and entire workforce, which has strengthened the U.S. economy over the past 40 years; and

Whereas, in 1979, according to data from the U.S. Bureau of Labor Statistics, women earned 62 cents for every dollar earned by a man; in 2004, women earned about 80 cents for each dollar made by a man. Eighteen years later, that gap has stayed largely consistent: women now earn an average of 82 cents for every dollar a man earns. For women of color, the wage gap is even larger; and

Whereas, according to the U.S. Census Bureau, in 1990, only 32.5 percent of households were headed by women, in 2019, 49 percent of all households in the United States were headed by women, and 60 percent of Black women were heads of household. The overall economic impact of these lost wages directly impacts all families as well as reducing the economic power of fully half of American families, including those who live in Haverford Township; and

Whereas, recent reports from the Bureau of Labor Statistics show that women suffered a majority of the pandemic-related job losses, and that while the jobs lost by men since February 2020 have now been fully recovered, women still lag behind by 1 million jobs. Data suggests these numbers are closely linked to caregiving responsibilities and the prevalence of women working in industries hit particularly hard during the pandemic; and

Whereas, equitable pay and opportunity can increase wages, which increases household spending, contributes to the economy, improves the lives of entire families, and provides more opportunity for all workers; and,

Whereas, the Township of Haverford in Delaware County, Pennsylvania, is committed to diversity and inclusion, and to being an equal opportunity employer, and is one of the largest employers in our municipality; and

Whereas, Haverford Township is committed to investigating existing any pay inequities in the workforce, which could have an immediate positive economic impact on local employees and their families, and would set an example and standard for how good government should work to promote equity in policy as well as practice.

Now Therefore Be It Resolved, that the Township of Haverford will collect BIDS for a professional, third-party, anonymized overall compensation analysis that examines equity among Township employees; and,

Be it Further Resolved, that Board of Commissioners will establish a task force, made up of select commissioners and chief level officers of the Township, who will review the findings from the compensation analysis and report to the Board its recommendations. This task force may also review existing policies and procedures that may influence the Township's ability to attract, retain, and promote female employees, including but not limited to: equitable opportunities for advancement, workplace discrimination and harassment policies and practices, flexible work arrangements, paid family leave policies and other benefits supporting parents who need childcare.

Resolved this 14th day of March, 2022.

Township of Haverford



By: C. Lawrence Holmes, Esquire
President



Attest: David R. Burman, Township Manager