



PRESS RELEASE
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Utah Advisory Committee to the U.S. Commission on Civil Rights Releases Report on the Gender Wage Gap

The Utah Advisory Committee to the U.S. Commission on Civil Rights released a report following a series of panel discussions on the gender wage gap and potential factors that may cause or contribute to the gender wage gap; the impact of the gender wage gap on women and women of color; and the impact of federal and state level enforcement efforts aimed to address pay inequity.

In this report, the Committee heard testimony and received written statements from academics, advocacy organizations, federal and state agencies, and individuals impacted by the gender wage gap. Through this testimony, the Committee identified a number of factors that likely contribute to the gender wage gap such as implicit bias, pay secrecy policies, the lack of family leave policies, and occupational segregation. The Committee also identified concerns that include that women of color experience a larger gender wage gap in comparison with their white counterparts and disproportionately occupy low-wage and part-time occupations. There were also concerns with federal and state enforcement efforts to address pay inequity because so few complaints ruled in favor of employees.

The report also includes recommendations directed to the Commission asking for corrective actions from the U.S. Department of Labor, U.S. Equal Employment Opportunity Commission, National Labor Relations Board, U.S. Congress, and Utah Legislature, with a goal of helping address the Committee's concerns. The Committee also offered recommendations for considerations to employers and the religious community.

Committee Chair Chyleen Richey stated: "We are grateful to the many experts who provided diverse perspectives on this very important issue. The Utah Advisory Committee hopes that our findings and recommendations can enlighten the discussion and enable key stakeholders to make meaningful changes to improve equity and achieve the many important outcomes that can come from addressing the gender wage gap."

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The U.S. Commission on Civil Rights, established by the Civil Rights Act of 1957, is the only independent, bipartisan agency charged with advising the President and Congress on civil rights and reporting annually on federal civil rights enforcement. Our 51 state Advisory Committees offer a broad perspective on civil rights concerns at state and local levels. For information about the Commission, please visit www.usccr.gov and follow us on [Twitter](#) and [Facebook](#).