



YWCA San Antonio
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Dear Mayor Nirenberg and Members of the San Antonio City Council:

YWCA San Antonio is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all. The YWCA national is the oldest and largest multicultural women's organization in the world, serving the San Antonio community for over 110 years.

YWCA San Antonio joins in support of the resolution affirming the City of San Antonio's commitment to support gender pay parity and initiatives to close the gender pay gap in San Antonio.

Equal pay is about all of us: Pay equity has the power to move women, particularly women of color, out of poverty, and to contribute to the economic development of the city.

In San Antonio, a Latina will earn .61 cents for every dollar a white-non Hispanic male earns, a Black woman in San Antonio will earn .72 cents, for every \$1 a white-non Hispanic male in San Antonio makes.

The annual median earnings gap for all women in San Antonio working full-time, year-round is over \$5,600 dollars. In a city in which more than half -- 54% -- of households in poverty are led by a single mother, an extra \$5,600 dollars per year would enable a woman to pay for tuition, save for retirement, cover some of the costs of childcare, and fundamentally break down systemic barriers that have forced women, especially women of color, into cycles of poverty.

A commitment to equal pay could be a game changer for women -- and for this city.

If women in San Antonio were paid equally to men, this additional \$5,600 per woman would add \$19 billion to San Antonio's economy.

YWCA San Antonio has been advocating for wage equity with the support of a grant from United Way. Today, we commend Council for proposing the pay equity resolution, which YWCA firmly supports. Together, the City of San Antonio, the business community, and YWCA can create a pathway to a stronger workforce, with women of our city, playing a key role.