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San Diego City Council
District 1

For Immediate Release

April 11, 2019

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Independent City Auditor Performance Audits Finds Gender and Racial Earnings Gaps Exist in the City of San Diego

San Diego— It was sobering though not necessarily surprising based on national statistics that gender and racial earnings gaps exist at the City of San Diego. This data is an important component as we address the roots of the problem, acknowledge the value of paying City employees a fair and equitable wage, and measuring progress toward the goal of eliminating the wage gap.

Earlier this month, we recognized Equal Pay Day which is the point in time when the average woman's pay catches up to what the average man made the year before. That means that it takes women an extra 3 months just to earn what men made in 2018. And the pay gap is even wider for women of color and disabled women.

In the 1960's, my mother, Adelaide Bry, went to work at a large Philadelphia advertising agency where she was paid less than the comparable men and there was nothing she could do about it. When she went to buy a home (a house that she could easily afford), she had to get a male friend to co-sign for her. Because of my mom's experiences, I have spent a large part of my life working to empower women including starting Athena San Diego and Run Women Run, and supporting women in STEAM.

Gender and racial earning gaps at the City of San Diego hamper our ability to recruit and retain a diverse workforce that reflects the dynamic communities that we serve. I am eager to contribute to, and learn more about the City's detailed and robust solutions in addressing these pay inequities.

https://www.sandiego.gov/sites/default/files/19-015_pay_equity_0.pdf

Council President Pro Tem Barbara Bry represents San Diego City Council District 1, which includes the communities of Carmel Valley, Del Mar Heights, Del Mar Mesa, La Jolla, Pacific Highlands Ranch, Torrey Hills, Torrey Pines, and University City.

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