



National Association of Women Lawyers
Empowering Women in the Legal Profession Since 1899

Resolution in Support of Pay Equity

The following resolution was approved by the Board of Directors of the National Association of Women Lawyers on the 5th day of November 2021.

WHEREAS, the mission of the National Association of Women Lawyers (“NAWL”) is to provide leadership, a collective voice, and essential resources to advance women in the legal profession and advocate for the equality of women under the law;

WHEREAS, NAWL was established in 1899, and, as an organization that is over 120 years old, has the power of the law and advocacy experience to advance the fundamental issue of pay equity under the law;

WHEREAS, NAWL maintains that advocacy to ensure pay equity and opportunity is critical for advancing NAWL’s mission because pay equity is integral to economic equity and equity of opportunity, and therefore essential for women to thrive, advance, and be recognized for their contributions in the legal profession, and across all industries;

WHEREAS, NAWL recognizes the well-documented gender pay disparity that disadvantages women and further aggravates issues of racial, LGBTQ+, and age discrimination;

WHEREAS, NAWL acknowledges that increased investments in generalized diversity initiatives have directed much-needed focus to pay equity disparities but have not produced meaningful increases in representation, retention, or pay for women; furthermore, a broad focus on reaching equality without recognition of pay disparity and concerted efforts to remedy the disparity limit protections that would promote pay equity and the advancement of women in the workplace;

WHEREAS, NAWL expresses its goal to propose and promote policy initiatives aimed at closing this pay and economic opportunity gap in the legal profession and at achieving pay equity in the legal profession and beyond;

WHEREAS, NAWL has long supported pay equity through support of equal pay legislation, calls for employers to support an ongoing pay equity pledge, efforts of the NAWL Survey Committee against pay disparities and the gender pay gap in the legal profession, education on constitutional, and statutory rights and remedies related to pay inequities, and articles observing pay disparities and advocating for pay equity since at least 1945, as documented in the *Women Lawyers Journal*;



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WHEREAS, in continuing this legacy, on March 6, 2020, NAWL adopted a resolution supporting the ratification of the Equal Rights Amendment to the United States Constitution, and in doing so acknowledged that “the people of the United States continue to experience the negative effects of the lack of political parity between men and women, including unequal opportunity and pay”; and

WHEREAS, NAWL believes that an integral part of addressing pay inequity and creating equal economic opportunity includes continuing the commitments outlined in its October 6, 2020, *Resolution on Racial Equity & Justice* that “commits to actively oppose structural racism and combat the impact of systematic racism by reiterating and reinforcing NAWL’s commitment to racial equity and justice.”

NOW THEREFORE BE IT RESOLVED, NAWL calls for detailed data collection to allow for a more robust and nuanced analysis of pay equity issues and to identify “root cause” issues that contribute to the gender pay gap in all industries such as childcare, caregiving responsibilities, parental leave, mentorship, and systems of evaluation and promotion issues, as well as such issues specific to the legal industry including origination credit, matter responsibility, client contact, and client succession planning;

NOW BE IT FURTHER RESOLVED, NAWL remains steadfast in its commitment to advocate for and support pay equity and equal economic opportunity to advance women in the legal profession, and advance equality for all under the law;

NOW BE IT FURTHER RESOLVED, NAWL commits to advancing pay equity by continuing its efforts to ensure that this issue is recognized nationally as one of utmost importance, provide ongoing direct support in the form of amicus briefs and other forms of advocacy, promote research on root causes, and identify best practices for employers that have been proven to reduce the effect of such issues on women’s advancement, achievement, and pay; and

NOW BE IT FURTHER RESOLVED, NAWL commits to continuing its leadership through its collective voice and the power of law to advance pay equity and equal economic opportunity by producing the NAWL Survey, which serves to inform and educate the legal industry on the persistent economic and opportunity disparities in the legal profession, and by partnering with and supporting the efforts of national, state, and local organizations to further relevant public policy; by encouraging lawmakers to take legislative action to establish and support pay equity and equal economic opportunity; by exploring *pro bono* opportunities, and program content and speakers for NAWL related to pay equity issues; and by providing ongoing direct support in the form of amicus briefs by engaging the Amicus Committee on pay equity under the law.