

2020 Maryland General Assembly
Senate Finance Committee
“Salary History” Bill
HB123/SB217

IN SUPPORT

My name is Brittany Oliver and as the founding director of **Not Without Black Women**, I write in full support of HB123/SB217 a simple, straightforward measure that will help close racial and gender wage gaps by (1) ensuring that employers no longer rely on job applicants' salary history in hiring and setting pay and (2) requiring employers provide the wage range for a position if the applicant applying for the position requests it.

In my own personal experience as a young professional, employers have always asked for my salary history, which has made job searching difficult and uncomfortable. In the past, I've even had potential employers change the salary range in the middle of the hiring process based on my responses regarding the salary of previous jobs. Leaving the opportunity open for employers to ask about salary history leaves hard-working women like me vulnerable, unprotected and provides a lack of opportunity.

Achieving equal pay for Black women, which will begin to close their overall wage gap, requires a deeper and more comprehensive understanding of Black women's work and the context in which they perform that work. The reality is that how work is viewed is frequently based on who is doing the work and what type of work is being performed, especially if they are not perceived as fitting the traditional, typically male standard of success.

According to the Center for American Progress, a Black woman working full-time year-round in the United States must work roughly eight months into the current year to have earned what her white male counterpart earned during the prior year alone. Black women are doing their part. Black women ask for promotions and raises at about the same rates as white women, but they get worse results.

Since 2016, lawmakers in Delaware, New Jersey, New York, Illinois, Colorado, Connecticut, Vermont, Maine, Washington, Massachusetts, Oregon, California, and Hawaii have passed legislation that would ban employers from relying on an applicant's previous salary when determining whether to offer them a job or what their potential pay would be. In fact, this movement to end salary history requirements is local and national. Cities from Cincinnati, Ohio to Kansas City, Missouri to New York City have passed salary history bans.

Another very important reason why HB123/SB217 specifically is so important is because it covers all workplaces including public and private. There is absolutely no reason why protections should not extend to all Marylanders. Discrimination doesn't just affect a select few or group – it affects us all.

Maryland is overdue to join the nationwide movement to end this practice. This year, let's demand systemic change so that our most vulnerable populations can have a chance to equal economic opportunity.