

Ms. Lucia Baez-Geller, Board Member

**SUBJECT: EXPLORING THE FEASIBILITY OF IMPLEMENTING AN EQUAL PAY POLICY FOR PROCUREMENT CONTRACTS WITH VENDORS**

**COMMITTEE: FISCAL ACCOUNTABILITY & GOVERNMENT RELATIONS**

**LINK TO STRATEGIC**

**PLAN: EFFECTIVE & SUSTAINABLE OPERATIONAL PRACTICES**

In 2021, the State of Florida had an earning disparity of 17.4% between women and men. On average, women earn 78 cents on the dollar, with black women earning 61 cents and Hispanic women earning 55 cents.

In about two-thirds of American households, women are the primary, sole, or co-providers, meaning their families depend on their paychecks. However, when paid less, women have less money for basic family necessities, such as rent, groceries, and school supplies, and contribute less to the local and national economy. Over time, this impacts a family's ability to invest in savings, higher education, and property.

Closing the pay gap can have a positive impact on multiple areas of concern in Miami-Dade County. It affects childcare, affordable housing, transportation, and even homelessness. Currently, one in five women in Miami-Dade live in poverty. Just by closing the pay gap, the number of working single women living in poverty would be cut in half. An adequate income, as well as equal access to education and employment, is critical to addressing these issues and providing economic security to all.

The School Board of Miami-Dade County is committed to equity and inclusion. Procurement Management Services offers local, minority and women-owned businesses equal opportunities, and adheres to ethical and fair policy standards. In order to ensure that our vendors are adhering to these policies, often our contracts include several forms and clauses that a vendor has to agree to in order to fulfill the contract. For example, a vendor must sign and certify that they are ADA compliant to adhere to M-DCPS' ADA policy.

To help reduce the gender pay gap and provide families with greater financial opportunities to contribute to the local and state economy, this item seeks to direct the Superintendent to explore the feasibility of revising the current procurement policy to include an equal pay policy clause in vendor contracts. If feasible and appropriate, this would certify that vendors are paying employees, regardless of gender, equal pay, and would closely align with the equal and fair policy standards that are in place at Miami-Dade County Public Schools.

This item has been reviewed and approved by the General Counsel's office as to form and legal sufficiency.

**ACTION PROPOSED BY  
MS. LUCIA BAEZ-GELLER:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent of Schools to:

1. explore the feasibility of implementing an equal pay policy for procurement contracts with vendors; and
2. provide a report concerning the findings at the Fiscal Accountability & Government Relations meeting of May 10, 2023.