

KHANH PHAM
STATE REPRESENTATIVE
DISTRICT 46



HOUSE OF REPRESENTATIVES

March 16, 2023

Chair Taylor, Vice Chair Bonham, members of the committee,

My name is Khanh Pham, State Representative for House District 46, representing SE Portland. I support SB 925 with the -2 amendment as it is time for gender and race-based wage gaps to end.

As much as our society has progressed in the past century, women, especially women of color, are still disproportionately harmed by many sectors of our society. Study after study shows that women (again especially women of color) continue to receive lower wages than their male counterparts. These wage gaps do not exist because we are less educated, or don't work as hard as our coworkers, but because gender- and race-based oppression still deeply plague our communities.

Lack of transparency around wages allows for a continued devaluation of women's work and will allow harmful gender-based wage gaps to grow. These wage gaps negatively impact working women and their family members, as familial responsibility tends to fall on women.

I am grateful to support SB 925, the Wage Range Transparency Act so that everyone, regardless of gender, are informed and paid fairly for their work's worth. Adding pay ranges to job descriptions cultivate fairer negotiation situations for job candidates. We have seen that pay negotiations are notoriously unfavorable to women. Women are often and unfairly stigmatized as greedy, ungrateful, or self-centered when negotiating issues of pay, if allowed to negotiate at all, so when placed in situations where they must negotiate their pay, they are less likely to be met with fair wages and promotions.

Pay range transparency can also lead to increases in wages for low-paid jobs, which are disproportionately held by women, and help current employees evaluate whether they are being paid fairly and advocate for themselves if not.

I see how far we have come, and I see how much farther we have to go to ensure that hard working people of all genders and backgrounds, all across Oregon are valued for their work. Please join me in supporting SB 925 with the -2 amendment as an important transparency step in making this happen.