



# *Resolution*

**WHEREAS**, since the founding of this country, women have fought for their equal recognition, status, and rights as men; and

**WHEREAS**, the month of March is recognized as Women’s History Month to highlight women’s accomplishments and raise awareness of the continued struggles for women’s civil and human rights; and

**WHEREAS**, in Harris County, women have been instruments of change, advocacy, and innovation for over 100 years; and

**WHEREAS**, there is an increasing number of women elected officials in leadership at Harris County, including electing 17 new Black women judges in 2018, and County Judge Lina Hidalgo as the first woman elected as Harris County Judge; and

**WHEREAS**, despite the progress made for women nationally and locally, there are numerous gender gaps in health, economic, and especially employment outcomes; and

**WHEREAS**, women in Harris County are 50% more likely than men to live in poverty. Nationally, women receive only 81 cents for every dollar a man is paid. Compared to every dollar earned by White men in 2017, Black women earned only 61 cents, Latinas 51 cents, and Asian women 86 cents. In Texas, the disparities are even wider and women earned below the national average, bringing in only 80 cents for each dollar a man is paid; and

**WHEREAS**, women have one-third of wealth compared to men and have lower financial assets and on average hold more debt than men, all contributing to a gender wealth gap; and

**WHEREAS**, women have disproportionately suffered economically during the pandemic as a result of being forced to leave the workforce. Women have lost a net 5.4 million jobs, one million more than men, and nearly 3 million women have left the workforce due to the pandemic; and

**WHEREAS**, women’s labor force participation rate is now 57%, the lowest it has been since 1988; and

**WHEREAS**, the increased unemployment rate among women is due to in part to greater family and child care demands, and more furloughs and layoffs from jobs that women overwhelmingly occupy in nursing homes, hospitals, grocery stores, schools, retail, and restaurants—all of which are jobs that put women at greater risk and exposure to the virus; and

**WHEREAS**, race and gender often intersect and reveal even more staggering disparities among women. Black and Latinx women are more concentrated in care giving occupations and service jobs that have been negatively affected by the pandemic than White women; and



**WHEREAS**, Black women now have an unemployment rate that is twice as high as it was before the pandemic. In December 2020, Black, Latina, and Asian women accounted for the vast majority of women’s job losses, and more than 154,000 Black women left the workforce in the month of December 2020 alone; and

**WHEREAS**, The COVID-19 pandemic has only exacerbated and further exposed our nation’s longstanding lack of investment in a caregiving infrastructure, workplace protections, and fair wages and benefits; and

**THEREFORE**, Harris County needs bold policies for a gender-equitable recovery to meet the urgent economic needs of women, while also laying out a long-term strategy to address the structural inequalities that women face.

**BE IT RESOLVED**, Harris County commits to centering women and all people who are disproportionately affected by the COVID-19 pandemic and historic inequities in County programming, funding, initiatives, and decisions.

**ADOPTED** on this 30th day of March 2021 by Harris County Commissioners Court, Harris County, Texas.

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**LINA HIDALGO**, County Judge

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**RODNEY ELLIS**, Commissioner  
Precinct One

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**ADRIAN GARCIA**, Commissioner  
Precinct Two

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**TOM S. RAMSEY, P.E.**, Commissioner  
Precinct Three

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**R. JACK CAGLE**, Commissioner  
Precinct Four

ATTEST:

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Teneshia Hudspeth, County Clerk  
Harris County, T E X A S