Thank you to the Chairs of the subcommittees Congresswoman Alma Adams and Congressman Suzanne Bonamici and to the Ranking Members Congressman James Comer and Congressman Bradley Byrne for inviting me to participate in this important discussion on equal pay for equal work.

We know when women succeed, America succeeds. Women are running in unprecedented numbers, they are marching in unprecedented numbers, and they are winning in unprecedented numbers – with 131 women in Congress.

I am incredibly grateful to play a supportive role in this movement both on a policy level and politically. My aim is to prioritize women's empowerment and elevate women's voices and concerns. We have made progress – like the Lily Ledbetter Fair Pay Act and the Survivors' Bill of Rights Act - but there is still so much left to do.

Persistent pay gaps exist in the U.S. workforce that correlate with sex, race, and ethnicity. Unequal pay for equal work exists over a spectrum of jobs, regardless of education level and geographic location.

Economists have found that 62 percent of the wage gap can be explained by three factors: experience, industry, and occupation, but the remaining 38 percent of the gap cannot be explained by such differences.

Federal law specifically prohibits compensating men and women differently for the same work. But as you will hear today, the law must be strengthened. Effective enforcement of this mandate is impeded by a lack of sufficiently robust and reliable data on employee compensation, including data by sex and race. This lack of data acts as a barrier to closing the persistent pay gap for women and people of color.

As a business owner and an employer, I understand the value of data – because you cannot improve what you don't measure. Data exposes trends in hiring, paying, and promoting employees, which can inform appropriate interventions. Data can reveal sex and racially segregated jobs, a lack of women or people of color in upper management, and disparate salaries, benefits, or bonuses. It can arm businesses with the information that they need to remedy unjustified paid gaps and it provides a lens to examine the intersectionality of issues that can contribute to wage gaps.

Since the enactment of the Civil Rights Act in 1964, the U.S. Equal Employment Opportunity Commission (EEOC) has been empowered to collect employment data to identify discriminatory employment patterns, including those based on race, gender, and national origin.

For over 50 years, companies have used the EEO-1 form to report important demographic data to the EEOC. So as we look to ensure true paycheck fairness, it is only natural for the Equal Employment Opportunity Commission (EEOC) to improve upon its system of data collection

and help with wage data and identify wage disparities. Only then will businesses have to tools to better identify, correct, and eliminate illegal wage disparities.

As a businessman, I consistently think of how I can innovate and provide a better quality product. Guaranteeing that women and men receive equal pay for equal work is a principle rooted in our nation's commitment to equality and fairness.

The Paycheck Fairness Act has been introduced every Congress since the 105th Congress. The time has come to pass this legislation. Today is an important day for us to move forward, together; for us to make that difference we all know is so needed; and for us to break through for change.