

COMMITTEE ON CIVIL AND HUMAN RIGHTS

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CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL AND HUMAN RIGHTS

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October 9, 2025

Start: 9:40 a.m.

Recess: 9:48 a.m.

HELD AT: 250 BROADWAY - 8TH FLOOR - HEARING
ROOM 3

B E F O R E: Nantasha M. Williams, Chairperson

COUNCIL MEMBERS:

Rita C. Joseph
Christopher Marte
Rafael Salamanca, Jr.

OTHER COUNCIL MEMBERS ATTENDING:

Tiffany Cabán
Amanda Farías

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2 SERGEANT-AT-ARMS: This is a microphone
3 check for the Committee on Civil Service and Labor,
4 recording in Hearing Room Number 3, recorded on
5 October 9, 2025, by Nazly Paytuvi.

6 SERGEANT-AT-ARMS: Good morning, and
7 welcome to today's New York City Council vote for the
8 Committee on Civil Service and Labor.

9 At this time, please silence all
10 electronic devices.

11 No one may approach the dais at any time
12 during this hearing.

13 Chair, we are ready to begin.

14 CHAIRPERSON WILLIAMS: [GAVEL] Good
15 morning, everyone. My name is Nantasha Williams, and
16 I serve as Chair to the Committee on Civil and Human
17 Rights.

18 I would like to first start off by
19 thanking everyone for joining us for today's vote. I
20 would also like to thank the Committee Staff and my
21 Colleagues for joining us today as well as Majority
22 Leader Farías and Council Member Cabán for sponsoring
23 these bills.

24 Despite the progress that has been made,
25 pay equity remains an area of concern within New York

City and across the nation. One of the major challenges that local governments face is the lack of substantive, accessible, and available data. While understanding the problem is an important step in solving it, the fact remains that there is currently no dedicated funding stream to support this important work. While these two pieces of legislation represent a major step forward in combating the gender and racial pay disparities within our city, they must be backed by the necessary resources to ensure their impact is meaningful. Council Member Cabán's Intro. 982-A would require city employers with more than 200 employees to submit an annual data report, including demographic and salary information, and it would task a City agency designated by the Mayor to conduct a pay equity study based on this information. Similarly, Majority Leader Farías' Intro. 984-A would require that this pay equity study be conducted annually and that the agency present its findings and recommendations for improving pay equity to the Mayor and the Speaker of the Council. If properly supported, these two bills will help our government ensure that pay in the private sector is equitable

regardless of one's racial, ethnic, or gender identity.

I'll now pass it to Majority Leader Farías for some remarks on her bill.

MAJORITY LEADER FARÍAS: Thank you so much, Chair Williams.

This week marks Latina Equal Pay Day. Yesterday, actually. A reminder that even in 2025, too many women, especially women of color, are still paid less for the same work. For Latinas, that gap means working nearly an entire extra year just to earn what white, non-Hispanic men made the year before. That inequity has serious consequences. Less money for rent, groceries, education, and retirement. Not just Latinas. Black, Asian, Indigenous, immigrant, LGBTQIA workers, and people with disabilities all face the same pattern of undervalued work and underpaid labor. That's why Council Member Tiffany Cabán and I introduced a pair of bills that turn data into accountability. Her bill, Intro. 982, requires companies to report pay data so we can finally see the full picture. My bill, Intro. 984, ensures that data is analyzed, reported publicly, and used to drive real change.

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2 I want to thank you, Chair Williams, for
3 bringing this vote forward, Speaker Adams and her
4 team for helping get it across the finish line, and
5 Council Member Cabán, of course, for being such a
6 strong partner in the fight for pay equity, and a
7 huge thank you to the bill drafters, Senior
8 Legislative Counsel Sarah Swaine, and Deputy Director
9 Rachel Cordero, and my Staff, Dan Curtin, for all of
10 their work. Together, we're saying clearly
11 transparency is the foundation of fairness and pay
12 equity cannot wait. Thank you so much.

13 CHAIRPERSON WILLIAMS: Thank you. I'll now
14 ask the Clerk to call the vote.

15 COMMITTEE CLERK WILLIAM MARTIN: Good
16 morning. William Martin, Committee Clerk. Roll call
17 vote, Committee on Civil and Human Rights. Items are
18 coupled.

19 Chair Williams.

20 CHAIRPERSON WILLIAMS: I vote aye.

21 COMMITTEE CLERK WILLIAM MARTIN:
22 Salamanca.

23 COUNCIL MEMBER SALAMANCA: Aye on all.

24 COMMITTEE CLERK WILLIAM MARTIN: Riley.
25 Marte.

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2 COUNCIL MEMBER MARTE: Aye.

3 COMMITTEE CLERK WILLIAM MARTIN: Thank
4 you.

5 Joseph.

6 COUNCIL MEMBER JOSEPH: Aye.

7 COMMITTEE CLERK WILLIAM MARTIN: With a
8 vote of four in the affirmative, zero in the
9 negative, and no abstentions, both items have been
10 adopted by the Committee.

11 CHAIRPERSON WILLIAMS: I will now turn it
12 over to Council Member Cabán for remarks on her bill
13 that we already voted on and approved to be passed
14 out of Committee.

15 COUNCIL MEMBER CABÁN: Thank you. Thank
16 you. Thank you, Chair. I'm going to buy a few seconds
17 while I pull up my remarks. They're not in here.
18 They're not in the calendar. I'm sorry, Chair. 15
19 more seconds.

20 I was looking in the wrong spot. My bad.

21 Okay. Thank you, Chair. I want to make a
22 brief statement, although I'm super, super grateful
23 to my Colleagues on this Committee for voting in
24 favor of not just my bill, but the Majority Leader's
25 bill as well. Injustice persists when it's allowed to

hide in the shadows, and so with our historic pay equity package, we're pulling back that curtain. Latino Equal Pay Day was yesterday, October 8th, marking how far into the year Latino workers must work just to catch up to what white, non-Hispanic men earned the previous year. And so I'm proud to say that the Cabán-Farías pay equity package addresses these inequities. These bills follow the cutting-edge blueprints set by the European Union and the UK, proven models for closing wage gaps and bringing pay equity out of the shadows. So by requiring large employers to report pay data and mandating rigorous public analysis, we're giving policymakers, advocates, and employers the information needed to close wage gaps at their root. These bills are about accountability and equity for New Yorkers, especially the women and people of color who have been underpaid and undervalued for generations, because when we shine a light on inequity, we create the conditions to end it, and this legislation would not have been possible without the steadfast leadership of Majority Leader Amanda Farías, the tireless advocacy of PowHer New York, Legal Momentum, and so many organizations and workers who have fought for pay transparency and

fairness. I want to thank Sarah Swaine from the
Legislative Division for her help with it, and I want
to extend my deepest thanks to Jonah Birch and Celia
Castellon for their commitment and collaboration in
getting this across the finish line. So thank you.

CHAIRPERSON WILLIAMS: All right. Well, I
want to thank my wonderful Committee Members for
being here and the sponsors of the bill for providing
remarks.

And with that, I'll close the hearing.

[GAVEL]

C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date October 15, 2025