



APRIL

2026

MOSAIC

Messages of Openness,  
Shared Awareness,  
Inclusion & Connection

## Mosaic Spotlight: Equal Pay Day turns 30!

2026 marks the 30th anniversary of Equal Pay Day. This year, Equal Pay Day begins March 26<sup>th</sup>, with dates continuing through October—each one representing how far into the year different groups of women must work to earn what men earned by the end of the previous year. As a bonus highlight in March, we celebrated International Women's Day, giving us more cause to turn the spotlight on Equal Pay in this Spring edition of Mosaic!

These dates are not just symbolic. They serve as a powerful reflection of both the progress that we've made and the work still ahead.

When Equal Pay Day was first recognized in 1996, it fell on April 11<sup>th</sup>. Thirty years later, the date has moved up by just over two weeks. While this signals progress, it also reminds us that meaningful change takes time, and sustained effort.

### Equal Pay Day and Why it Matters

#### What is Equal Pay Day?

Equal Pay Day began as a single date to highlight the pay gap between men and women. Over time, Equal Pay Day has evolved to better reflect these differences in experience. What began as a single observance now includes additional dates recognizing disparities impacting Asian American, Native Hawaiian, and Pacific Islander women; LGBTQIA+; Black women; mothers; Latina women; and Native American women. In 2026, these dates fall in April, June, July, August, October, and November respectively, as highlighted by this [calendar](#), published by the [American Association of University Women](#).

[This NPR article](#) provides a quick overview (2-minute listen) – it marks how many days into 2026 women must work to match what men were paid in 2025.

[The US Census Bureau](#) confirms that, overall, women's median earnings are 83% of men's. It also shows women's earnings as a percentage of men's in key occupations, as well as other supporting data.

#### Why this Matters: Beyond Compliance and Compensation

[The Equal Pay Act](#) requires equal pay for equal work, whereas pay equity refers to equal compensation for comparable roles. Additionally, in 2021 Connecticut passed pay transparency laws including Equal Pay for Comparable Work, Wage Range Transparency, as well as implementing a salary history ban, and freedom to discuss wages.

But pay equality/equity is about more than compliance and compensation—it's about access, opportunity, and fairness. The gap is shaped by many factors, including differences in industries and roles, unequal caregiving responsibilities, systemic inequities, and continued bias in hiring, pay, and advancement. Understanding these drivers helps us move from awareness to **action**.

### What Does Action Look Like?

Change starts with intentional action and ongoing dialogue. Whether you're a people leader, a teammate, or an advocate for equity, there are meaningful ways to contribute:

- **Keep the conversation going** – Share knowledge, ask questions, and stay engaged
- **Champion transparency** – Support fair and equitable pay practices. Best practice compensation strategies often include market competitiveness, individual qualifications and internal equity between comparable roles.
- **Reflect on impact** – Consider how hiring, compensation, and promotion decisions are made. What does equity look like in your workplace? Where are we making progress and where can we do more?
- **Support working families** – Advocate for policies and practices that create balance and opportunity
- **Invest in inclusion** – Help build pathways for growth and advancement for all

Organizations are making strides through pay audits, transparent reporting, inclusive leadership, and policies that support employees holistically. Progress happens when intention becomes action and achieving true pay equity will take all of us, working consistently, thoughtfully, and collectively.

Equal Pay Day is not just about equality, it invites an opportunity to embrace equity and equality and challenges us to create workplaces where pay is fair, opportunity is accessible, and every contribution is valued equally. As we recognize this milestone year, let it serve as both a celebration of progress and a call to action. Together, we can continue building a future where equity is not the goal—but the standard.

#### More to explore!

Want to know more about the [Gender Pay Gap](#)?  
Click on this link for more about [Equal Pay Day](#).  
Read about the [Pay Transparency Law in Connecticut](#)

Look for our  
next issue  
coming in  
**July!**

