

City of Philadelphia



Council of the City of Philadelphia Office of the Chief Clerk Room 402, City Hall Philadelphia

(Resolution No. 251034)

RESOLUTION

Authorizing the Committee on Finance to hold hearings on the state of the economy for Black women in Philadelphia

WHEREAS, Black women, who are among the country's most educated, have been hit particularly hard by the current economy. Unemployment for Black women has been rising over the last two years, and data from 2025 shows Black women lost 319,000 jobs in the public and private sector between February and July this year. This was the only female demographic group to see significant job losses during this period; and

WHEREAS, The slashing of the federal workforce has been particularly damaging for Black workers. Black women make up 12 percent of the federal workforce, and layoffs have had a disproportionate impact on the overall job loss numbers. The National Women's Law Center reviewed now-deleted Office of Personnel Management data and found the federal agencies targeted for closure had the highest percentages of women and people of color; and

WHEREAS, Data from 2023 shows the gender pay gap persists in Philadelphia across every race and ethnic group with Black women earning 64 cents and Hispanic women earning 57 cents for every dollar earned by a white man, and national research shows the gender pay gap is worsening; and

WHEREAS, Black women were the fastest growing demographic of entrepreneurs in the U.S. from 2014 to 2019. Research from Wells Fargo found Black-women-owned businesses employed 647,000 people nationally, but they also experience limited funding. If the revenue gap were to close, Black women could add over a trillion dollars to the economy. Dedicated mentorship, access to capital, and networking programs are crucial to closing that gap; and

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WHEREAS, Black women are crucial to the economic stability of their families. Data shows 69 percent of Black women are the primary earners for their families, more than any other racial or ethnic group; and

WHEREAS, Despite having less wealth per capita, Black Americans give more money to family members than other racial groups. Often known as “the Black Tax,” this practice builds strong social ties, but deepens the racial wealth gap by pushing an economic burden onto primarily Black women; and

WHEREAS, As the basic cost of living becomes more expensive, unemployment growing, and diversity, equity, and inclusion programs under attack, Black women and their families need additional solutions to maintain economic stability; now, therefore, be it

RESOLVED, THAT THE CITY COUNCIL OF PHILADELPHIA hereby authorizes the Committee on Finance to hold hearings on the current state of the economy for Black women in Philadelphia.

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CERTIFICATION: This is a true and correct copy of the original Resolution, Adopted by the Council of the City of Philadelphia on the twenty first day of November, 2025.

Kenyatta Johnson
PRESIDENT OF THE COUNCIL

Elizabeth McCollum
CHIEF CLERK OF THE COUNCIL

Introduced by: Councilmember Gilmore Richardson

Sponsored by: Councilmembers Gilmore Richardson, Phillips, Thomas, Landau, Young, Brooks, Harrity, O'Rourke, Driscoll, Squilla and Ahmad