



Girl Scouts of Minnesota and Wisconsin River Valleys Supports HF1625/SF1885

Submitted February 24, 2023

Committee Members:

Thank you for the opportunity to submit written comments in support of HF1625/SF1885 which would prevent employers from inquiring about past pay.

Girl Scouts River Valleys is the local council of Girl Scouts of the USA, a registered 501(c)3 organization and the preeminent leadership development organization for girls. We are one of 111 Girl Scout councils that make up the national Girl Scout Movement, sharing the mission to build girls of courage, confidence, and character who make the world a better place. Girl Scouts River Valleys serves over 29,000 members in southern Minnesota, western Wisconsin, and one county in Iowa.

As a girl-serving organization we work to prepare young women for their life after high school. For many this means stepping into the workforce for perhaps the first time in their lives. There they face a large pay gap, with Latina, Indigenous and Black women earning little more than *half* of what a man makes. U.S. Census data shows that the gender pay gap increases as women age. Limiting a woman's future pay by basing it on their previous compensation in an unequal system only continues the pay gap cycle and actually exacerbates the issue. By joining the twenty-plus states that have already passed a pay discrimination bill, MN will help to close this gap and create a work structure where all can thrive.

We ask that that you listen closely to the testimony and support HF1625/SF1885. We would be happy to further discuss the details of our support for this issue; please feel free to reach out at any time to Sara Gangelhoff, Advocacy and Community Relations Manager at Girl Scouts River Valleys, [advocacy@girlscoutsrv.org](mailto:advocacy@girlscoutsrv.org).

Thank you for your service on this committee and your attention to this bill.

A handwritten signature in black ink that reads "Marisa C. Williams".

**Marisa C. Williams**  
*Chief Executive Officer*  
Girl Scouts River Valleys

Mission: building girls of courage, confidence, and character who make the world a better place.

**Girl Scouts River Valleys**  
400 Robert Street South  
Saint Paul, MN 55107

(800)-845-0787  
[GirlScoutsRV.org](http://GirlScoutsRV.org)  
 @GirlScoutsRV