[DISCUSSION DRAFT]

117TH CONGRESS  
1ST SESSION  
H. R. ______

To amend the Securities Exchange Act of 1934 to require issuers to report information relating to gender and racial pay equity, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

M. ______ introduced the following bill; which was referred to the Committee on ______________________

A BILL

To amend the Securities Exchange Act of 1934 to require issuers to report information relating to gender and racial pay equity, and for other purposes.

1 Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

2 SECTION 1. SHORT TITLE.

3 This Act may be cited as the [“____ Act of 2021”].
SEC. 2. DISCLOSURES RELATING TO GENDER AND RACIAL PAY EQUITY.

Section 13 of the Securities Exchange Act of 1934 (15 U.S.C. 78m) is amended by adding at the end the following:

“(s) DISCLOSURES RELATING TO GENDER AND RACIAL PAY EQUITY.—

“(1) IN GENERAL.—Each issuer required to file an annual report under subsection (a) shall, not less than once every 2 years—

“(A) conduct an audit of gender and racial pay equity with respect to the compensation of the employees of the issuer; and

“(B) include the results of such audit in the first annual report filed after the completion of such audit.

“(2) EMPLOYEES DEFINED.—In this subsection, the term ‘employees’ includes full-time, part-time, and unpaid employees and contract workers.”.