[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.

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IN THE HOUSE OF REPRESENTATIVES

M. . __________ introduced the following bill; which was referred to the Committee on ________________________

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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 Representa-
2 tives of the United States of America in Congress assembled,

3 SECTION 1. SHORT TITLE.

4 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.”.