

WHEREAS; a gender wage gap refers to an observed disparity in average annual earnings between full-time workers of different genders, races, or ethnic backgrounds; and

WHEREAS; while laws are in place on the state and federal levels prohibiting discrimination in employment and pay based on gender, these disparities persist in large part due to institutionalized discrimination in wages and the types of jobs that women are more likely to hold—which are often among the lowest paid—and women continue to make significantly less on average than their male counterparts working in the same occupations; and

WHEREAS; women of color, who experience a wage gap that exists at the intersection of gender, race, and other demographic factors, have long been disproportionately affected by pay inequality, and workers may also experience pay disparities based on sexual orientation or gender identity, which often are not adequately protected by anti-discrimination laws; and

WHEREAS; according to the Bureau of Labor Statistics, the average woman working full-time in the United States earned around 84 cents for every dollar made by the average man in 2023; and

WHEREAS; every year, Equal Pay Day is observed on the approximate day into the new year that the average woman in the United States must work to earn what a man earned on average in the previous year; and

WHEREAS; today, the state of Wisconsin affirms the principle of equal pay for equal work and reaffirms its commitment to expanding employment and professional advancement opportunities for women in the state and working towards a more just and equitable economy for all Wisconsinites;

NOW, THEREFORE, I, Tony Evers, Governor of the State of Wisconsin,
do hereby proclaim March 12 2024 as

EQUAL PAY DAY

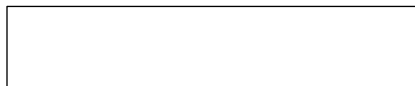
throughout the State of Wisconsin and I commend this observance
to all our state's residents.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison this 23rd day of February 2024.



TONY EVERS, Governor

By the Governor:



SARAH GODLEWSKI, Secretary of State