

WHEREAS; a wage gap refers to an observed disparity in average annual earnings between 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—and women of color, in particular—are more likely to hold, which are often among the lowest paid; and

WHEREAS; while, according to the Bureau of Labor Statistics, the average woman in the United States working full-time earned around 84 cents for every dollar made by the average man in 2023, once this gap is broken down by both race and gender, Asian American and Native Hawaiian/Pacific Islander (AANHPI) women face a wide spectrum of pay disparities, reflecting the diversity not only within the AANHPI community but in the jobs and careers that AANHPI women hold; and

WHEREAS; achieving equal pay for all AANHPI women and increasing their representation in high-wage, full-time jobs is essential to the prosperity of Wisconsin’s families and communities, as well as the overall economy; and

WHEREAS; every year, AANHPI Women’s Equal Pay Day is observed on the approximate day into the new year that an AANHPI woman must work in order to earn what a white, non-Hispanic man earned on average in the previous year; and

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

NOW, THEREFORE, I, Tony Evers, Governor of the State of Wisconsin,  
do hereby proclaim April 3 2024 as

## **AANHPI WOMEN’S 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 2nd day of April 2024.



TONY EVERS, Governor

By the Governor:



SARAH GODLEWSKI, Secretary of State