

# STATE of WISCONSIN



## OFFICE of the GOVERNOR

# Proclamation

*WHEREAS*; a 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, these disparities persist in large part due to institutionalized discrimination, and women of color, experiencing a wage gap that intersects gender and race, are disproportionately affected; and

*WHEREAS*; while the average woman in the United States makes 82 cents for every dollar made by the average man, research suggests that Black women make approximately 70 cents for every dollar made by white, non-Hispanic men once this gap is broken down by race and gender; and

*WHEREAS*; Black women have historically had the highest labor force participation among American women and, even today, Black mothers are the most likely to be the primary or sole providers for their families, according to the Center for American Progress; and

*WHEREAS*; achieving equal pay for Black women and increasing their representation in high-wage jobs is essential to the prosperity of Wisconsin's families, communities, and overall economy; and

*WHEREAS*; every year, Black Women's Equal Pay Day is observed on the approximate day into the new year that a Black 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 Black 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 July 27, 2023, as

## BLACK 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 20th day  
of September 2023.

A handwritten signature in black ink that reads "Tony Evers".  
TONY EVERS  
GOVERNOR

By the Governor:

A handwritten signature in blue ink that reads "Sarah Godlewski".  
SARAH GODLEWSKI  
Secretary of State