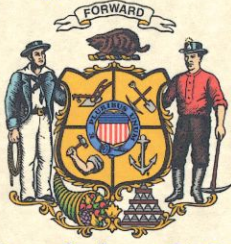


STATE of WISCONSIN



OFFICE of the GOVERNOR

Proclamation

WHEREAS; every year, Latina Equal Pay Day is observed on the approximate day into the new year that the average Latina in the United States must work to earn what a white, non-Hispanic man earned on average in the previous year, highlighting the institutionalized gender and racial wage gap in the United States and across the world; and

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; the average woman in the United States working full-time earned around 83 cents for every dollar made by the average man, and once this gap is broken down by both race and gender, research shows that the average Latina woman makes just over half of what is made by a white, non-Hispanic man; 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; achieving equal pay for Latinas and increasing their representation in high-wage jobs is essential to the prosperity of Wisconsin and the nation's families, communities, and economy; 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 Latina women, as well as 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 October 8, 2026, as

LATINA EQUAL PAY DAY

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 24th day
of August 2026.

Tony Evers

TONY EVERS
GOVERNOR

By the Governor:

Sarah Godlewski
SARAH GODLEWSKI
Secretary of State