

WHEREAS; every year, Native Women’s Equal Pay Day is observed on the approximate day into the new year that the average Native woman 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; 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; according to the Bureau of Labor Statistics, the average woman in the United States working full-time earned approximately 83 cents for every dollar made by the average man in 2023, and research suggests that Native women make just over half of what is made by white, non-Hispanic men once this gap is broken down by race and gender; and

WHEREAS; taking into consideration centuries of colonization, exploitation, and oppression, Native communities, especially Native women, have historically faced significant barriers to education, job training, and career advancement, including discrimination, poverty, and lack of access to child care; and

WHEREAS; achieving equal pay for Native women and increasing their representation in high-wage jobs is essential to the prosperity of Wisconsin’s families, communities, and the overall 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 Native 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 November 18 2025 as

## **NATIVE 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 14th day of November 2025.



TONY EVERS, Governor

By the Governor:



SARAH GODLEWSKI, Secretary of State