

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, according to the Bureau of Labor Statistics, the average woman in the United States working full-time earned approximately 84 cents for every dollar made by the average man in 2023, 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—and Native women in particular—have historically faced significant barriers to education and job training, 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 overall economy; and

WHEREAS; every year, Native Women’s Equal Pay Day is observed on the approximate day into the new year that a Native woman must work 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 Native 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 November 21 2024 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 8th day of November 2024.



TONY EVERS, Governor

By the Governor:



SARAH GODLEWSKI, Secretary of State