

WHEREAS; a gender 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 exist on the federal and state level prohibiting discrimination in employment and pay based on gender, these disparities persist in American society—in part due to institutionalized discrimination in wages and the types of jobs that women are more likely to hold, which are often among the lowest paid—and women continue to make significantly less on average than their male counterparts working in the same occupations; and

WHEREAS; it is important to recognize that women of color, who experience a wage gap that exists at the intersection of multiple demographic factors, have long been disproportionately affected; and

WHEREAS; it is also important to recognize that workers may experience pay disparities based on sexual orientation or gender identity—which, in many cases, are not adequately protected by anti-discrimination laws—and transgender women are particularly impacted; and

WHEREAS; the average woman in the United States working full-time, year-round, earns 82 cents for every dollar made by the average man and, once this gap is broken down by race and gender, white women earn 90 cents, Black women earn 71 cents, Native women earn 69 cents, and Latinas earn 61 cents for every dollar earned by men, on average, while Asian American and Pacific Islander women experience wage parity at the national level; and

WHEREAS; in Wisconsin, the gender wage gap is even more pronounced than at the national level, with the average woman earning 81 cents for every dollar made by the average man, and with white women earning 85 cents, Asian American and Pacific Islander women earning 80 cents, Black women earning 66 cents, Native women earning 68 cents, and Latinas earning 65 cents for every dollar made by men, on average; and

WHEREAS; every year, Equal Pay Day is observed on the approximate day into the new year that the average woman in the United States must work in order to earn what a 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 women in our state, and working towards a more just and equitable economy and society for all Wisconsinites;

NOW, THEREFORE, I, Tony Evers, Governor of the State of Wisconsin,
do hereby proclaim March 24, 2021, as

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 24th day of March 2021.



TONY EVERS, Governor

By the Governor:



DOUGLAS LA FOLLETTE, Secretary of State