

WHEREAS; a wage gap refers to an observed disparity in average annual earnings between workers of different genders, races, or ethnic backgrounds; and

WHEREAS; 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; while the average woman in the United States makes approximately 82 cents for every dollar made by the average white man, non-Hispanic man, once this gap is broken down by both race and gender, Asian American and Native Hawaiian/Pacific Islander (AANHPI) women face a wide spectrum of pay disparities, reflecting the diversity not only within the AANHPI community but in the jobs and careers that AANHPI women perform; and

WHEREAS; we recognize that achieving equal pay for all AANHPI women and increasing their representation in high-wage, full-time jobs is essential to the prosperity of our state’s families, communities, and overall economy; and

WHEREAS; every year, AANHPI Women’s Equal Pay Day is observed on the approximate day into the new year that an AANHPI 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 affirms the principle of equal pay for equal work and renews its commitment to expanding employment and professional advancement opportunities for AANHPI women in our state, and 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 May 3, 2022, as

AANHPI WOMEN’S EQUAL PAY DAY

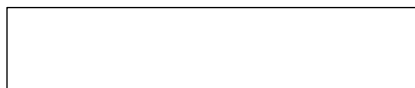
throughout the State of Wisconsin and I commend this observance
to all our state’s residents.

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 29th day of April 2022.



TONY EVERS, Governor

By the Governor:



DOUGLAS LA FOLLETTE, Secretary of State