

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 the average woman in the United States makes 82 cents for every dollar made by the average man, according to the American Association of University Women, Black women make 58 cents for every dollar made by white, non-Hispanic men once this gap is broken down by race and gender; and

WHEREAS; Black women have historically had the highest labor force participation among American women—due to the legal, social, and economic factors that have historically given them no other choice—and, even today, Black mothers are the most likely to be the primary or sole providers for their families, according to the Center for American Progress; and

WHEREAS; achieving equal pay for Black women and increasing their representation in high-wage jobs is essential to the prosperity of our state’s families, communities, and overall economy; and

WHEREAS; every year, Black Women’s Equal Pay Day is observed on the approximate day into the new year that a Black 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 reaffirms its commitment to the principle of equal pay for equal work, expanding employment and professional advancement opportunities for Black 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 September 21 2022 as

## **BLACK 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 12<sup>th</sup> day of September 2022.



TONY EVERS, Governor

By the Governor:



DOUGLAS LA FOLLETTE, Secretary of State