

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

WHEREAS; these disparities persist in American society in part due to institutionalized discrimination, and women of color – experiencing a wage gap that exists at the intersection of multiple demographic factors – have long been disproportionately affected; and

WHEREAS; while the average woman in the United States makes 81 cents for every dollar made by the average man, Native women make 57 cents for every dollar 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 major barriers to education and job training, including discrimination, poverty, and lack of access to child care; and

WHEREAS; we recognize that achieving equal pay for Native 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, Native Women’s Equal Pay Day is observed on the approximate day into the new year that a Native 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 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 October 1, 2020, 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 25<sup>th</sup> day of September 2020.



TONY EVERS, Governor

By the Governor:



DOUGLAS LA FOLLETTE, Secretary of State