

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; Latinas experience one of the widest wage gaps in the United States when compared to men, and white, non-Hispanic men, in particular; 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 and data from the U.S. Census Bureau, the average Latina woman makes just 49 cents for every dollar made by a white, non-Hispanic man once this gap is broken down by race and gender; and

WHEREAS; achieving equal pay for Latinas 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, Latina Equal Pay Day is observed on the approximate day into the new year that Latinas 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 Latina women, and working towards a more just and equitable economy and society for all;

NOW, THEREFORE, I, Tony Evers, Governor of the State of Wisconsin,
do hereby proclaim December 8 2022 as

LATINA EQUAL PAY DAY

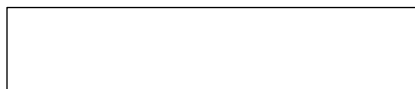
throughout the State of Wisconsin and I commend this observance
to all our state's residents.

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 11th day of November 2022.



TONY EVERS, Governor

By the Governor:



DOUGLAS LA FOLLETTE, Secretary of State