

Sample Equal Pay Day Proclamation 2011

WHEREAS, forty six years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women, especially minority women, continue to suffer the consequences of unequal pay; and

WHEREAS, according to the U.S. Census Bureau, year-round, full-time working women in 2009 earned only 77% of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and

WHEREAS, in 2009 the Lilly Ledbetter Fair Pay Act was signed into law which amends Title VII of the Civil Rights Act and now we must pass The Paycheck Fairness Act, which amends the Equal Pay Act by closing loopholes and improving the laws effectiveness; and

WHEREAS, wage disparity persists across all educational levels and in all states, as women with a college degree or higher lose \$713,000 over a 40-year period versus a \$270,000 loss for women who did not finish high school; and

WHEREAS, there were 68 million women in the workforce in 2008, a significant increase from 18.4 million in 1950, and women are projected to be 50 percent of the labor force by 2010; and

WHEREAS, the *(insert a state/local report here...perhaps from an Equal Pay Commission Study or a report from your Commission on the Status of Women)*; and

WHEREAS, over a working lifetime, this wage disparity costs the average American woman and her family an estimated \$700,000 to \$2 million in lost wages, impacting Social Security benefits and pensions; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

WHEREAS, fair pay strengthens the security of families today and eases future retirement costs, while enhancing the American economy; and

WHEREAS, Tuesday, April 12 symbolizes the time in the new year in which the wages paid to American women catch up to the wages paid to men from the previous year,

NOW, THEREFORE, I, *(insert name of Mayor/Commissioner/etc)*, do hereby proclaim Tuesday, April 12, 2011:

EQUAL PAY DAY

(Insert name of City/County/State) urges the citizens of (insert name of City/County/State) to recognize the full value of women's skills and significant contributions to the labor force, and further encourages businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the official seal of *(insert name of City/County/State)* to be affixed.

Signature

Date