

State of Vermont
Executive Department
A Proclamation

- WHEREAS,** according to the U.S. Census Bureau, Vermont women working full-time year-round earn an average of 84 percent of what men earn, a gender wage gap of 16 percent, indicating no progress from last year; and
- WHEREAS,** 43 percent of Vermont women working full time do not earn enough to meet their basic needs; and
- WHEREAS,** we need all talent at the table to grow Vermont's economy and reduce demands on our state budget; and
- WHEREAS,** closing the gender wage gap would reduce the poverty rate in Vermont by 57 percent and add \$1 billion to the state's economy; and
- WHEREAS,** workers are at least 70 percent male or 70 percent female in 15 of 25 major occupational categories and this occupational segregation perpetuates the wage gap; and
- WHEREAS,** equality in leadership in both the public and private sectors is a key strategy to end the wage gap, and according to a new report, *Vermont Women and Leadership*, from Change The Story Vermont, progress is slow and mixed in our state; and
- WHEREAS,** according to the Vermont Commission on Women, the overall percentage of initial appointments of women serving in my executive cabinet and administrative leadership positions is the highest for any administration examined in this report; and
- WHEREAS,** while at 39.4 percent Vermont ranks second nationally in the percentage of state legislators who are women, from 1989 to 2013 that percentage went from 30 percent to 40 percent, and has remained essentially flat, even losing a bit of ground this year; and
- WHEREAS,** Tuesday, April 4, symbolizes the point in 2017 when the wages paid to American women catch up to the wages paid to men in 2016 due to the gender wage gap.

NOW, THEREFORE,

I, Philip B. Scott, Governor, do hereby proclaim April 4, 2017 as

EQUAL PAY DAY

in Vermont, and I call this observance to the attention of all our citizens.



Given under my hand and the Great Seal of the State of Vermont on this 4th day of April, A.D. 2017.

A handwritten signature in black ink, appearing to read "Philip B. Scott", is written over a horizontal line.

Philip B. Scott
Governor

A handwritten signature in black ink, appearing to read "Brittney L. Wilson", is written over a horizontal line.

Brittney L. Wilson
Secretary of Civil and Military Affairs