

**State of Vermont
Executive Department
A Proclamation**

WHEREAS, according to the U.S. Census Bureau, the gender wage gap in Vermont is 14 cents, and Vermont women working full-time, year-round receive, on average, 86 percent of men's earnings; and

WHEREAS, race and gender intersect, and there is a wider wage gap for the women of color in our state; and

WHEREAS, in Vermont, the earnings ratio is 85 percent for white women, 80 percent for Asian women, 58 percent for Hispanic or Latina women, 63 percent for black women, and nationally, 57 percent for Native women; and

WHEREAS, disability and gender also intersect, and the earnings ratio for women with disabilities in Vermont is 37 percent; and

WHEREAS, Vermont faces an aging and shrinking workforce, and must work to address barriers to all women's participation in the labor force.

NOW, THEREFORE, I, Philip B. Scott, Governor, do hereby proclaim April 10, 2018 as

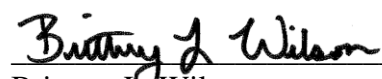
EQUAL PAY DAY

in Vermont.

Given under my hand and the Great Seal of the State of Vermont on this 10th day of April, A.D. 2018



Philip B. Scott
Governor



Brittney L. Wilson
Secretary of Civil and Military Affairs