

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, nationally that earnings ratio is 80 percent, and Vermont now ranks 6th out of all states and the District of Columbia; and

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

WHEREAS, in Vermont, when compared to white, non-Hispanic men, the earnings ratio is 83.7 percent for white women, 81.4 percent for Latina women, and 60.6 percent for Asian women, and nationally it is 61 percent for black women and 58 percent for Native American women; and

WHEREAS, disability and gender also intersect, and the earnings ratio for women with disabilities in Vermont is 54.7 percent; and

WHEREAS, Vermont faces an aging and shrinking workforce, and must continue efforts to close the gender pay gap and promote the success of women in our labor force.

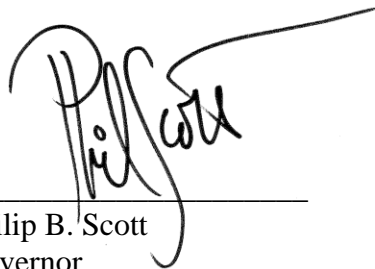
NOW, THEREFORE, I, Philip B. Scott, Governor, hereby proclaim April 2, 2019 as

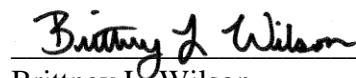
EQUAL PAY DAY

in Vermont.

Given under my hand and the Great Seal of the State of Vermont on this 2nd day of April, A.D. 2019.




Philip B. Scott
Governor


Brittney L. Wilson
Secretary of Civil and Military Affairs