

State of Vermont
Executive Department
A Proclamation

WHEREAS, the median annual income for women working full-time in Vermont is about \$8,000 less than the median annual salary for men, which equates to a wage gap of 16 cents on every dollar earned; 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, we must work to improve the intersecting factors of bias, discrimination, and gender expectations that contribute to the wage gap, including pay differences between men's and women's traditional occupations, women's time out of the workforce to meet unequal family responsibilities, and the disproportionate impacts of sexual harassment and intimate partner violence, and

WHEREAS, this year marks the centennial of the 19th Amendment, a time to reflect on suffragists' 72-year struggle, and celebrate that the actions they took resulted in not only in women voting in elections, but paved the way for other social movements and women's leadership roles in both work and civic life; and

WHEREAS, we also celebrate the accomplishments of the Burlington High School girls' soccer team, who, following the lead of the U.S. women's national soccer team, advocated pay equity, through the design and sale of #EqualPay jerseys, raising over \$60,000 for efforts to advance pay equity and increase access to sports for girls throughout our state; and

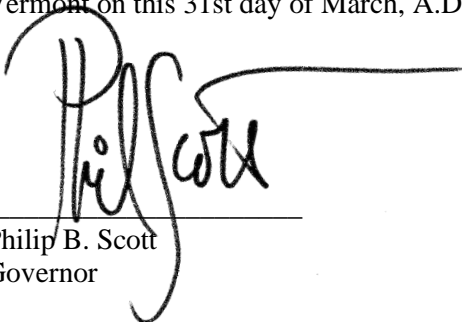
WHEREAS, if the gender wage gap closed, our state's poverty rate for working women would fall by 61%, by 70% for single working mothers, and by 75% for children of working mothers; and those higher earnings would add up to \$1.2 billion our state's economy.

NOW, THEREFORE, I, Philip B. Scott, Governor, hereby proclaim March 31, 2020 as

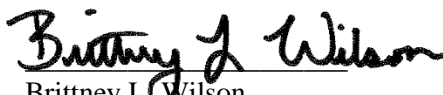
EQUAL PAY DAY

in Vermont.

Given under my hand and the Great Seal of the State of Vermont on this 31st day of March, A.D. 2020.


Philip B. Scott
Governor




Brittney L. Wilson
Secretary of Civil and Military Affairs