

PROCLAMATION

WHEREAS, 57 years after the passage of the Equal Pay Act, women, especially minority women, continue to suffer the consequences of unequal pay; and

WHEREAS, according to the most recent U.S. Census Bureau statistics, women working full time, year-round typically earned 82% of what men earned, and women of color fare even worse, indicating little change or progress in pay equity; and

WHEREAS, according to research by the American Association of University Women (AAUW), the gender pay gap is evident one year after college graduation, even after controlling for factors known to affect earnings, such as occupation, hours worked, and college major; and

WHEREAS, according to one estimate, college-educated women working full time earn more than half a million dollars less than their male peers do over the course of a lifetime; and

WHEREAS, nearly four in 10 mothers are primary breadwinners in their households, and nearly two-thirds are primary or significant earners, making pay equity critical to families' economic security; and

WHEREAS, a lifetime of lower pay means a woman has less income to save for retirement and less income counted in a Social Security or pension benefit formula; and

WHEREAS, according to the American Association of University Women, Virginia ranks #30 out of the 50 states and the District of Columbia, in terms of gender pay equity, with women earning only 79% of what men earn, which is a 21% pay gap; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and the 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, March 31, symbolizes the time in 2020 when the wages paid to American women catchup to the wages paid to men from the previous year.

NOW, THEREFORE, I, JUSTIN M. WILSON, Mayor of the City of Alexandria, Virginia, and on behalf of the Alexandria City Council, do hereby proclaim Tuesday, March 31, 2020, as:

“EQUAL PAY DAY”

In the City of Alexandria and I call this observance to the attention of all our citizens.

IN WITNESS WHEREOF, I hereunto set my hand and caused the Seal of the City of Alexandria to be affixed this 10th day of March, 2020.

MAYOR JUSTIN M. WILSON

*On behalf of the City Council
of Alexandria, Virginia*

ATTEST:

Gloria A. Sitton, CMC City Clerk