

Proclamation



EQUAL PAY DAY

APRIL 12, 2011

WHEREAS, forty-six years following the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women in America continue to suffer the after effects of biased pay; and

WHEREAS, in 2009 the Lilly Ledbetter Fair Pay Restoration Act, which amends Title VII of the Civil Rights Act, was signed into law to eradicate pay disparities, allowing more individuals to confront discrimination; and

WHEREAS, the D.C. Office on Women's Policy and Initiatives Division advocates for effective policy while addressing specific issues affecting women, including legislative and labor initiatives; and

WHEREAS, wage disparities persist, as women earn 20 percent less for every dollar earned by men and over a working lifetime, this disparity costs the average American woman and her family an estimated \$700,000 to \$2 million in lost wages which also impact Social Security benefits and pensions; and

WHEREAS, fair pay strengthens the security of families while improving the American economy:

NOW, THEREFORE, I, THE MAYOR OF THE DISTRICT OF COLUMBIA, do hereby proclaim April 12, 2011, as "EQUAL PAY DAY" in Washington, DC, and call upon all the residents of this great city to join me in acknowledging the immeasurable value and notable contributions of women in the work force and encourage equitable pay for their labor.

Vincent C. Gray

