

PROCLAMATION

WHEREAS, Tuesday, April 2, symbolizes the time in 2019 when the wages paid to American women catch up to the wages paid to men from the previous year; and

WHEREAS, more than 50 years after the passage of the Equal Pay Act, women, especially minoritized women, continue to suffer the consequences of unequal pay; and

WHEREAS, according to an analysis by the National Women's Law Center in 2018, full-time, year-round working women earned only 78.3% of the earnings of full-time, year-round working men in Washington State, indicating little change or progress in pay equity; and

WHEREAS, according to the U.S. Census Bureau, the median income of single women in Olympia in 2017 was \$35,628 and \$28,472 for single mothers compared to \$42,452 for single men and \$36,620 for single fathers; and

WHEREAS, wage gaps by gender, race, ethnicity, and parental status persist in Washington State, with White women making 75% of White male earnings, Black women making 62% of White male earnings, Hispanic and Latina women making 48% of White male earnings, Asian women making 80% of White male earnings, Native Hawaiian or Other Pacific Island women making 51% of White male earnings, Native American women making 63% of white male earnings, and mothers overall making 69% of fathers overall; and

WHEREAS, according to an American Association of University Women (AAUW) research report (the gender pay gap of 82% is evident in just one year after college graduation; and

WHEREAS, it is estimated, that a college-educated woman will earn around \$1 million less than a man with the same degree over the course of a career; and

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

WHEREAS, fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

WHEREAS, the City of Olympia is committed to applying Washington's Equal Pay Opportunity Act enacted in 2018; which requires employers to provide equal pay and career advancement opportunities to their employees, regardless of gender; and

WHEREAS, the City of Olympia is dedicated to improving wage equity through a number of best-practices solutions including in Organization Culture, in Hiring Practices, in Workplace Flexibility, and in Senior Representation; and

WHEREAS, the City of Olympia supports the City of Olympia Women's Networking & Education Steering Committee, City of Olympia Committee on Diversity & Equity and the proposed Human Rights Commission; and

WHEREAS, the City of Olympia has made notable strides, the City also recognizes that there is continued work to be done, in particular in the need for continued focus on the ways race impacts Women of Color and their economic opportunities; and

***NOW THEREFORE, BE IT RESOLVED, that the Olympia City Council
does hereby proclaim Tuesday, April 2, 2018 as***

EQUAL PAY DAY

***and urge the citizens of Olympia to recognize the full value of women's
skills and significant contributions to the labor force and further encourages
businesses to join the City of Olympia and conduct an internal evaluation to
ensure women are being paid fairly.***

***SIGNED IN THE CITY OF OLYMPIA, WASHINGTON THIS 16th DAY
OF APRIL, 2019.***

OLYMPIA CITY COUNCIL

***Cheryl Selby
Mayor***