



OFFICE OF THE MAYOR
CITY OF CHICAGO

RAHM EMANUEL
MAYOR

PROCLAMATION

WHEREAS, more than 50 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 data released by the U.S. Census Bureau on September 13, 2016, the median earnings of women working full time, year round are 79 percent of what men earned, indicating little change or progress in pay equity; and

WHEREAS, according to *Graduating to a Pay Gap*, a 2012 research report 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, in 2009 the Lilly Ledbetter Fair Pay Act was signed into law, which gives back to employees their day in court to challenge a pay gap, and now we must pass the Paycheck Fairness Act and which would amend the Equal Pay Act by closing loopholes and improving the law's effectiveness, as well as strengthen Illinois' Equal Pay Act by preventing employers from asking job applicants about their previous salary history; and

WHEREAS, according to the Institute for Women's Policy Research, the average woman worker loses more than \$530,000 over the course of her lifetime because of the gender wage gap, and the average college-educated woman loses even more – nearly \$800,000; 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 women have less income to save for retirement and less income counted in a Social Security or pension benefit formula; and

WHEREAS, women represent nearly half of the American workforce and are 51% of the population in Chicago and they are equally, if not totally responsible for the economic viability of their families and AAUW Chicago; AAUW-Illinois; the Chicago Loop Branch of AAUW; Affinity Community Services; American Bar Association; ABA Commission on Women in the Profession; Chicago Area Women's History Council; Chicago Bar Association Alliance for Women; Chicago Commission on Human Relations; Chicago Foundation for Women; Chicago NOW; Chicago Real Estate Women; Chicago Urban League; Chicago Women in Trades; Chinese American Service League; City of Chicago Advisory Council on Women; Coalition of

Labor Union Women; Cook County Commissions on Human Rights and Women's Issues; Denise Ferguson: The Momentum Group; Dominican University Domestic Abuse Stops Here; Enterprising and Professional Women- USA: Equal Employment Opportunity Commission; Evelyn Murphy, Founder of the WAGE Project; Federally Employed Women, Windy City Chapter; The Illinois Association of Hispanic State Employees; Illinois Department of Human Rights; Illinois Department of Labor; Illinois Federation of Business Women's Clubs; Lawyers' Committee for Better Housing; League of Women Voters; LULAC of Illinois; Mom+Baby; Mujeres Latinas en Accion; National Employment Lawyers Association-Illinois; North/Northwest Suburban NOW; Northwestern University School of Law Women's Leadership Coalition; OFCCP; Office of the Lieutenant Governor, Evelyn Sanguinetti; Organizing for Action; Restaurant Opportunities Center Chicago; Sargent Shriver National Center on Poverty Law; Small Business Advocacy Council Women in Business Committee; The Women's Center/DePaul University; UN Women Chicago Metropolitan Chapter; Women's Bar Association of Illinois; Women's Bureau, U.S. Department of Labor; Women Employed; and the YWCA Metropolitan Chicago are working together to raise awareness about pay equity, the Paycheck Fairness Act and the observance of National Women's Equal Pay Day:

NOW, THEREFORE, I, RAHM EMANUEL, MAYOR OF THE CITY OF CHICAGO, do hereby proclaim April 4, 2017, to be WOMEN'S EQUAL PAY DAY IN CHICAGO in recognition of the Equal Pay Act and the continued commitment and contributions of women to the activities and ceremonies centered on advancing and securing equal pay for women.

Dated this 3rd day of April, 2017.


Mayor