



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 the results of the U.S. Census Bureau 2017 survey, the median earnings of women working full time, year-round are 80 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; Black Women Lawyer's Association; 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; DePaul University/Women's Center; Dominican University Domestic Abuse Stops Here; DyMynd LLC; Enterprising and Professional Women-USA: Equal Employment Opportunity Commission; Evelyn Murphy, Founder of the WAGE Project; Federally Employed Women, Windy City Chapter; Golan Christie Taglia LLP; Housing Choice Partners; HEART Women and Girls; The Illinois Association of Hispanic State Employees; Illinois Department of Human Rights; Illinois Department of Labor; Illinois Federation of Business Women's Clubs; Jewish Women's Foundation of Metropolitan Chicago; Lawyers' Committee for Better Housing; League of Women Voters; Littler Mendelson; Love Speaks; LULAC of Illinois; Mom+Baby; Mujeres Latinas en Accion; National Asian Pacific American Women's Forum; National Council of Jewish Women; National Employment Lawyers Association-Illinois; NEIU Women and Gender Studies Program; North/Northwest Suburban NOW; Northwestern University School of Law Women's Leadership Coalition; OFCCP; Office of the Illinois Attorney General; Office of the Illinois Lieutenant Governor; Organizing for Action; Planned Parenthood of Illinois; Professional Women's Club of Chicago; Restaurant Opportunities Center Chicago; Sargent Shriver National Center on Poverty Law; Small Business Advocacy Council Women in Business Committee; UN Women Chicago Metropolitan Chapter; We the People – Mt. Prospect Area; Women's Bar Association of Illinois; Women's Bureau, U.S. Department of Labor; Women Employed; The Wood Law Office LLC; Women's Leadership and Mentoring Alliance; 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 March 28, 2019, to be WOMEN'S EQUAL PAY DAY IN CHICAGO in recognition of the Equal Pay Act and the contributions of women to the activities and ceremonies with a commitment to advance equal pay for women.

Dated this 19th day of March, 2019.



Mayor