

# PROCLAMATION

**WHEREAS**, the American Association of University Women (AAUW) has been committed since its founding in 1881 to promoting equity for all women, and has advocated for policies to enable women to achieve economic equity; and

**WHEREAS**, forty years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, pay inequity continues to affect women of all ages, races and education levels; and

**WHEREAS**, according to data from the U.S. Department of Labor Statistics, women earn less in every occupational classification for which data is available, including occupations dominated by women (e.g., cashiers, retail sales, registered nurses and teachers); and

**WHEREAS**, according to the AAUW report *Behind the Pay Gap*, one year after graduation from college, women working full time earn only eighty percent as much as their male colleagues earn, and ten years after graduation, women earn only sixty-nine percent as much as men earn; and

**WHEREAS**, over a working lifetime, the gender wage disparity costs the average American woman and her family several hundreds of thousands of dollars to several millions of dollars in lost wages, impacting Social Security benefits and pensions; and

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

**WHEREAS**, Tuesday, April 28 symbolizes the time in the new year in which the wages paid to American women catch up to the wages paid to men from the previous year; and

**WHEREAS**, the Greensboro Branch of the American Association of University Women joins AAUW branches throughout the country on this day in urging support for pay equity for all women;

**NOW, THEREFORE**, I, Yvonne J. Johnson, Mayor of Greensboro, do hereby proclaim Tuesday, April 28, 2009 as

## EQUAL PAY DAY

in Greensboro and commend this observance to our citizens.

**IN WITNESS WHEREOF**, I have hereunto set my hand and cause the corporate seal of the City of Greensboro, North Carolina to be affixed this 14<sup>th</sup> day of April, 2009.

*Yvonne J. Johnson*

Mayor