

PROCLAMATION

- WHEREAS, 58 years after the passage of the Equal Pay Act, women, especially women of color, continue to suffer the consequences of unequal pay; and
- WHEREAS, according to the U.S. Census Bureau, women working full time, year round in 2019 typically earned 82 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, according to one estimate, college-educated women working full time earn half a million dollars less than their male peers do over the course of a lifetime; and
- WHEREAS, many mothers are primary breadwinners or significant earners in their households, 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, according to the American Association of University Women's *State Road Map*, Virginia ranks 27th out of the 50 states and the District of Columbia with a pay gap of 20 percent; and
- WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and
- WHEREAS, fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and
- WHEREAS, Wednesday, March 24, symbolizes the time in 2021 when the wages paid to American women catch up to the wages paid to men from the previous year;

NOW, THEREFORE, I, David Tarter, Mayor of the City of Falls Church, Virginia, do hereby proclaim Wednesday, March 24, 2021 as

EQUAL PAY DAY

in the City of Falls Church and urge the community to recognize the full value of women's skills and significant contributions to the labor force and further encourage businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

IN WITNESS WHEREOF, I have hereunto set my hand and cause the Seal of the City of Falls Church, Virginia to be affixed this 23rd day of March, 2021.



A handwritten signature in black ink that reads 'David Tarter'. The signature is written in a cursive style and is positioned above a horizontal line.

David Tarter, Mayor