



CITY OF SEBASTOPOL PROCLAMATION

Proclamation Recognizing March 24, 2021 as Equal Pay Day Proclamation

WHEREAS, The American Association of University Women (AAUW) is the nation's leading voice promoting equity and education for women and girls; and

WHEREAS, AAUW has been empowering women as individuals and as a community and has worked together as a national grassroots organization to improve the lives of millions of women and their families; and

WHEREAS, The AAUW mission is to advance gender equity for women and girls through research, education, and advocacy; and

WHEREAS, AAUW advances equity for women and girls through advocacy, education, philanthropy and research; and

WHEREAS, AAUW Santa Rosa does this through:

- granting scholarships for six middle school girls to Tech Trek, a summer science and math camp at Stanford University
- support for Montgomery High School Girls' Softball for Title IX
- granting scholarships at Sonoma State University
- granting scholarships at Santa Rosa Junior College
- support of AAUW National Fund
- providing programs for its members and the public
- support and collaboration with other local women's organizations

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 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, 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, which would amend the Equal Pay Act by closing loopholes and improving the law's effectiveness; and

WHEREAS, according to one estimate, college-educated women working full time earn more than a half million dollars less than their male peers do over the course of a lifetime; and



CITY OF SEBASTOPOL PROCLAMATION

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, 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, Tuesday, 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, BE IT RESOLVED THAT I, Mayor Una Glass, do hereby proclaim Wednesday, March 24, 2021: EQUAL PAY DAY; and urges the citizens of Sebastopol to recognize the full value of women's skills and significant contributions to the labor force and further encourages businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the official seal of the City of Sebastopol to be affixed this 2nd day of March 2021,

Una Glass, Mayor