

**State of Vermont
Executive Department
A Proclamation**

- WHEREAS,** women’s organizations nationally and in Vermont observe Equal Pay Day each April, symbolizing how far into the new year the average American woman would have to work to earn what the average American man did in the previous year due to the gender wage gap; and
- WHEREAS,** *Change The Story Vermont’s 2016 Status Report: Women, Work and Wages* and forthcoming report, *Where Women Work – and Why It Matters*, is a multi-year strategy to align policy, program, and philanthropy to significantly improve women’s economic status in Vermont, and is fueled by the Vermont Women’s Fund, Vermont Commission on Women and Vermont Works for Women; and
- WHEREAS,** the median annual income for women working full-time in Vermont is \$37,000, which is \$7,000 less than that of men; resulting in a wage gap of 16%; and
- WHEREAS,** women fuel Vermont’s economy, making up 45% of Vermont’s full-time workforce and 71% of its year-round, part-time workforce; and
- WHEREAS,** while women are crucial to our workforce, 43% working full-time do not earn enough to meet their basic expenses; and
- WHEREAS,** the cumulative effect of the wage gap over a lifetime diminishes savings and income in retirement, with Vermont women’s median Social Security income only half that of men’s; and
- WHEREAS,** many fields identified in 2014 by the Vermont Department of Labor and McClure Foundation as “high-wage, high-growth” careers are those in which women are significantly underrepresented; and
- WHEREAS,** in 2015, my office partnered with The Vermont Commission on Women to create and launch a project to draw attention to and decrease the wage gap: the Vermont Equal Pay Compact. To date, 68 employers have signed on, and I invite all employers to sign on at the Commission’s website at www.women.vermont.gov.
- NOW, THEREFORE,** I, Peter Shumlin, Governor, do hereby proclaim April 12, 2016 as

EQUAL PAY DAY

in Vermont and urge residents to recognize the significant value of women’s skills and contributions to the labor force, and encourage businesses to sign onto *Vermont’s Equal Pay Compact* to help achieve pay equity.



Given under my hand and the Great Seal of the State of Vermont on this 12th day of April, A.D. 2016

A handwritten signature in black ink, consisting of a stylized initial 'P' followed by a long horizontal line extending to the right.

Peter Shumlin
Governor