



OFFICE OF THE MAYOR
CITY OF CHICAGO

RAHM EMANUEL
MAYOR

PROCLAMATION

WHEREAS, 51 years ago, in 1963, President John F. Kennedy signed the Equal Pay Act into law which requires employers to give men and women employees "equal pay for equal work," and one year later, in 1964, the Civil Rights Act was passed in which Title VII of that act barred all discrimination in employment, including discrimination in hiring, firing, promotion, and wages on the basis of race, color, religion, sex, or national origin; and

WHEREAS, because these legal protections have not ensured pay equity for women, President Barack Obama signed the Lilly Ledbetter Fair Pay Act into law in 2009 and still, in 2014 the average working woman earns just 77 cents to the average working man's dollar and has to work from January 1, 2014 to April 8, 2014 to achieve pay equity for the previous year; and

WHEREAS, the gender wage gap undermines the economic security of women from all backgrounds, at all ages, and at all levels of education while women of color are especially impacted by the consequences of unequal pay when we consider that Latina women earn 52% and African American women earn 61% to the man's dollar; and

WHEREAS, the passage of the Paycheck Fairness Act will strengthen gender pay equity laws and prohibit companies from retaliating against workers who discuss salary information and also require employers to prove any pay discrepancies among workers are unrelated to gender, as well as both necessary for the business and tied to job performance; and

WHEREAS, Equal Pay Day was initiated in 1996 by the National Committee on Pay Equity to symbolize how far into the current year a woman must work to earn as much as a man doing similar work earned in the previous year; 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; ABA Commission on Women in the Profession; American Bar Association; Chicago Area Women's History Council; Chicago Bar Association Alliance for Women; Chicago Commission on Human Relations; Chicago Foundation for Women; Chicago Real Estate Women; Chicago Urban League; Chinese American Service League; Coalition of Labor Union Women; Cook County Women's Commission; Chicago NOW; Chicago Women in Trades; Denise Ferguson: The Momentum Group; Dominican University Domestic Abuse Stops Here; Enterprising and Professional Women - USA; Evelyn Murphy, Founder of the WAGE Project; Equal Employment Opportunity Commission; Federally Employed Women, Windy City Chapter; Illinois Department of Human Rights; Illinois Department of Labor; Illinois Federation of Business Women's Clubs; Lawyers' Committee for Better Housing; League of Women Voters; LULAC of Illinois; Mujeres Latinas en Accion; National Employment Lawyers Association-Illinois; National Organization for Women; North/Northwest Suburban NOW; Northwestern University School of Law's Women's Leadership Coalition; OFCCP; Office of the Lieutenant Governor, Sheila Simon; Organizing for Action; Restaurant Opportunities Center Chicago; Sargent Shriver National Center on Poverty Law; UN Women Chicago Metropolitan Chapter; Wilson-Taylor Associates, Inc.; The Women's Center/DePaul University; Women's Bar Association of Illinois; Women's Bureau, U.S. Department of Labor; Women Employed; 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 April 8, 2014, to be WOMEN'S EQUAL PAY DAY IN CHICAGO in recognition of the Equal Pay Act and the contributions of women to the national labor force and call upon all individuals, employers and businesses to observe this day with appropriate programs, activities and ceremonies with a commitment to advance equal pay for women.

Dated this 1st day of April, 2014.

Mayor