

# PROCLAMATION

## HONORING WOMEN'S EQUALITY DAY

WHEREAS, On August 26, 1920, the 19th Amendment to the U.S. Constitution extended the vote to women - a major victory for women's rights and gender equality; and

WHEREAS, On the anniversary of the 19th Amendment, Women's Equality Day, we celebrate the progress that has been made toward securing women's full participation in our democracy and renew our commitment to securing equal rights, freedoms, and opportunities for all women; and

WHEREAS, Despite many advances, persistent gender inequality remains pervasive and women continue to suffer the consequences of unequal pay; and

WHEREAS, The Seattle metropolitan area has the largest gender pay gap of the country's largest 50 metropolitan areas – Seattle women working full time are, on average, paid 73 cents for every dollar paid to Seattleite men, amounting to a yearly gap of \$16,346; and

WHEREAS, Nearly 4 in 10 mothers are primary breadwinners in their households, and nearly two-thirds are significant earners, making pay equity critical to the economic security of our families; 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, Addressing the gender wage gap requires addressing problems including women receiving less pay for the same job, gender-based occupational segregation, pay secrecy, pay reductions due to pregnancy and caregiving responsibilities, and wage theft; and

WHEREAS, While we reflect with pride on the progress we have made, Seattle's leadership will remain committed in advancing women's equality and support efforts such as the Equal Pay Today! Campaign to address these issues; and

WHEREAS, The City of Seattle urges its citizens to recognize the full value of women's skills and significant contributions to its labor force, and encourages every business to conduct an internal pay evaluation to ensure women are being paid fairly.

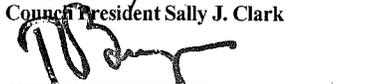
Now, therefore, the Seattle City Council hereby proclaims **Monday, August 26, 2013,**

## Women's Equality Day

And calls upon Seattle residents to celebrate the achievements of women and promote gender equality in our city.



Council President Sally J. Clark



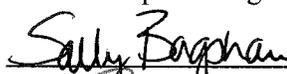
Councilmember Tim Burgess



Councilmember Jean Golden, Co-Sponsor



Councilmember Nick Licata



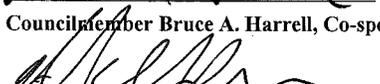
Councilmember Sally Bagshaw



Councilmember Richard Conlin



Councilmember Bruce A. Harrell, Co-sponsor



Councilmember Mike O'Brien



Councilmember Tom Rasmussen