

Proclamation

DESIGNATING APRIL 12, 2022, AS EQUAL PAY DAY IN INDIAN RIVER COUNTY

Whereas, 59 years after passage of the 1963 Equal Pay Act, women from all sectors of our national economy earn, on average, 82 cents for every dollar earned by men, declining to just 63 cents for Black women and 58 cents for Hispanic women, despite the fact women possess more undergraduate, graduate, and post-graduate degrees than their male counterparts; and

Whereas, annual pay research by the National Association of Colleges and Educators in 2020 further showed female college graduates earned \$52,226 annually, on average, compared to the \$64,022 earned by male college graduates; and

Whereas, these disparities exist long before motherhood, dispelling the myth that women are paid less solely because they have prioritized family above career opportunities; and

Whereas, pay inequities impact a family's ability to achieve self-sufficiency, as 64% of women are either sole- or co-breadwinners for their families yet are often marginalized for needing those accommodations related to motherhood; and

Whereas, supporting a culture that affirms women by paying them justly is crucial to community wellbeing and development, affording families the necessary resources to procure generational wealth, positive health outcomes, and improved literacy and community engagement.

Now, Therefore, be it Proclaimed by the Board of County Commissioners of Indian River County, Florida, that April 12, 2022, is designated as Equal Pay Day in Indian River County; that the Board recognizes the tremendous contributions of women to our labor force; and that local businesses and organizations are encouraged to build resilient workforce cultures by ensuring fully-equal treatment across their most prized resource, their human capital.

Adopted this 12th day of April, 2022.

**BOARD OF COUNTY COMMISSIONERS,
INDIAN RIVER COUNTY, FLORIDA**

Peter D. O'Bryan, Chairman

Joseph H. Earman, Vice Chairman

Susan Adams

Joseph E. Flescher

Laura Moss