



We Are Columbia

MEETING DATE: August 16, 2016

DEPARTMENT: City Clerk

FROM: *Erika Moore, City Clerk*

SUBJECT: African American Women's Equal Pay Day Proclamation

PRESENTER: Eme Crawford, Ph.D., Director of Communications and Learning for Women's Rights & Empowerment Network

FINANCIAL IMPACT:

ATTACHMENTS:

- African American Womens Equal Pay Day (PDF)
- WREN



City of Columbia
A Proclamation

WHEREAS, the wage disparity in the U.S. persists not only between men and women but also varies considerably by race and this pattern has persisted over many decades; and

WHEREAS, African-American women must work nearly eight months extra to earn the same amount men do in one year; and

WHEREAS, on average, African-American women are paid 63% of the dollar men are paid; and

WHEREAS, if the wage gap were eliminated in South Carolina, on average, an African American woman working full time, year round would earn an additional \$19,766 a year; and

WHEREAS, African American Women's Equal Pay Day is commemorated on August 23 because it represents the approximate day that African American women must work to in the current year to make the same amount of money men did in the previous year.

NOW, THEREFORE I, Stephen K. Benjamin, Mayor of the City of Columbia, South Carolina, along with my fellow members of Columbia City Council, do hereby proclaim August 23, 2016 as

African American Women's Equal Pay Day

in the great City of Columbia and urge my fellow citizens to recognize the full value of African American women's skills and their significant contributions to the labor force.

*Stephen K. Benjamin
Mayor*

*Sam Davis
District I, Council Member*

*Tameika Isaac Devine
At-Large, Council Member*

*Leona Plough
District IV, Council Member*

*Moe Baddourah
District III, Council Member*

*Howard E. Duvall, Jr.
At-Large, Council Member*

*Edward H. McDowell, Jr.
District II, Council Member*