

A RESOLUTION SUPPORTING  
EQUAL PAY FOR EQUAL WORK FOR WOMEN IN WYOMING

Whereas, in 1963, Congress passed and President Kennedy signed the landmark Equal Pay Act of 1963 ([29 U.S.C. 201](#) note; Public Law 88–38) (referred to in this preamble as the “Equal Pay Act”), unequivocally affirming that women deserve equal pay for equal work;

Whereas the enactment of the Equal Pay Act laid the groundwork for title VII of the Civil Rights Act of 1964 ([42 U.S.C. 2000e et seq.](#)) which vastly expanded opportunities for women at work; **and**

Whereas the pay disparities suffered by women in Wyoming who still make on average only 64.4 cents for each dollar made by a male counterpart more than 50 years after the enactment of the Equal Pay Act persist, and whereas these gender disparities are even worse for women of color and women who are mothers; **and**

Whereas the lifetime pay disparities suffered by women in Wyoming are on average \$796,040 over a forty-year career; and

Whereas women in Wyoming employed full-time lose a combined total of approximately \$1.3 billion every year due to the pay disparities and these lost wages mean families have less money to spend on goods and services that help drive Wyoming’s economic growth; and

Whereas Wyoming ranks 51st in the country for our gender pay disparities, below all other states and the District of Colombia; and

Whereas these pay disparities exist in both the private and the public sectors and, in many instances, the pay disparities can only be due to continued intentional discrimination or the lingering effects of past discrimination; and

Whereas LWV believes unequal pay on the basis of gender tells women and girls that, the hard work of the women or girls is not valued equally to that of male counterparts; and

Whereas LWV believes unequal pay on the basis of gender violates generally held values regarding equality and fundamental fairness; and

Whereas LWV believes unequal pay on the basis of gender threatens the economic security of women and their families while the women are in the workforce, and the retirement security of women after the women have left the workforce: Now, therefore, be it

*Resolved*, the League of Women Voters of Wyoming supports initiatives to close gender wage disparities, such as wage transparency in the workplace and to pay women fair, livable wages; and be it further

*Resolved*, the League of Women Voters of Wyoming affirms its commitment to increasing public awareness of issues pertaining to women and encourages women to pursue their political, educational, and employment rights; and be it further

*Resolved*, the League of Women Voters of Wyoming encourages participation by its members in the Wyoming Legislature's study process and committee meetings to ensure that Wyoming's elected officials pass bills advancing pay equity, and eliminating gender pay disparities for women working in Wyoming.

*Adopted at the Cheyenne League of Women Voters Meeting of April 27, 2017.*

*Adopted at the League of Women Voters Convention of 2017.*