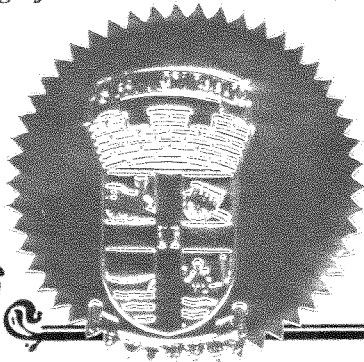


*CITY OF SELKIRK*  
**PROCLAMATION**

*Equal Pay Day*

- WHEREAS* March 18, 2012 has been proclaimed "Equal Pay Day" by the Canadian Federation of Business and Professional Women; and
- WHEREAS* March 18, 2012 marks the end of the 420 days that Canadian women must work to earn the same wage that their male counterparts earn in just 365 days; and
- WHEREAS* in Canada, in 2008, women working full-time, full-year earn \$0.71 for every \$1.00 earned by men working the same period, resulting in a "wage gap" of 29 cents, which is wider for older women, for disabled women and for women of colour; and
- WHEREAS* women now make up almost 50% of the labour force and represent over 50% of graduates from post secondary educational institutions; and
- WHEREAS* despite legislated policies that support the universal international percept that equality between men and women is a fundamental human right, and that credible research and business reports continue to build the business case for why women mean business for the 21<sup>st</sup> Century; and
- WHEREAS* we are trending toward an extremely competitive job market in the context of a shrinking talent pool, which further suggests that the *TIME IS NOW* to utilize all societal and economic assets and to leverage the untapped brain trust of over 50% of our workforce; and
- WHEREAS* corporations and communities who take steps today to ensure that they are an equal opportunity employer of choice can gain valuable recognition by discerning consumers for their attention to gender equality in their workplace and business practices; and
- WHEREAS* the City of Selkirk promotes a culture where the equal treatment of women and men is not just the right thing to do – it is also good for business. That the full participation of women in our enterprises and in the larger community makes sound business sense now and in the future. That a broad concept of sustainability and corporate responsibility that embraces women's empowerment is a key goal that will benefit us all.

**THEREFORE BE IT RESOLVED** that I, Larry Johannson, Mayor of the City of Selkirk in the Province of Manitoba do hereby proclaim March 18th, 2012 to be Equal Pay Day in Selkirk and commend its thoughtful observance to all citizens.



A handwritten signature in cursive script, reading "Larry Johannson".

Larry Johannson  
MAYOR