

## 2024 RES-368

### RECOGNIZING MARCH 2025 AS WOMEN'S HISTORY MONTH, EQUAL PAY DAY, AND SUPPORTING PAY EQUITY

**WHEREAS**, March is National Women's History Month and the 2025 theme is "Moving Forward Together! Women Educating & Inspiring Generations"; and

**WHEREAS**, this theme recognizes the powerful influence and contributions of generations of women in education, mentorship, and leadership roles committed to a more just and inclusive society where women, girls, and all people have access to equal opportunities to succeed in their lives; and

**WHEREAS**, women have long been on the vanguard of efforts throughout history to address systemic inequities both here in Dane County and globally; and

**WHEREAS**, in a moment in our U.S. history where longstanding and hard-fought laws ensuring women's equality and fundamental human rights—in the workplace, in education, in health care, in their homes, and within their own bodies—are being dismantled; and

**WHEREAS**, March 25<sup>th</sup> is observed as Equal Pay Day in 2025, an annual observance symbolizing how far into the next year the median woman must work in order to have earned what the median man had earned by the end of the previous year. White women working full-time year-round continue to earn approximately 82 cents for every dollar earned by men. Black and Latina women are negatively affected to an even greater extent, being paid just 66.5 cents and 57.5 cents, respectively, and for every dollar paid to white, non-Hispanic men nationally. This pay gap leaves women and their families at a persistent financial disadvantage, resulting in losses in earnings, benefits, and lifetime and generational wealth; and

**WHEREAS**, in 2025, we honor women who have tirelessly worked to educate, mentor, lift up, and create opportunities for the next generation of women and girls to achieve success in leadership roles in the humanities, sciences, arts, law, government, business, and athletics; and

**WHEREAS**, innumerable Wisconsin and Dane County women have been trailblazers for the rights of women and girls, including Dane County pioneers—Milele Chikasa Anana, Ellen Bravo, Carin Clauss, and Lucía Nuñez—who have made educating, fighting for, and inspiring women, girls, and all those who want a more equitable world for all people, their life's work; and

**WHEREAS**, Milele Chikasa Anana, "Mother Milele," a strong voice for civil rights whose name now graces a Madison elementary school, supported University of Wisconsin students to create an Afro-American Studies department. Anana was elected to the Madison School Board as the first Black person in this role, and was also Madison's first Black affirmative action officer. She also co-founded the Madison Black Chamber of Commerce, among many other historic "firsts" and contributions to our Dane County community; and

**WHEREAS**, Ellen Bravo, a lifelong activist and co-founder of the Milwaukee chapter of 9to5, National Association of Working Women, and of Family Values @ Work, a network of state coalitions working for groundbreaking family-friendly policies and economic justice for low-wage women; and

**WHEREAS**, Carin Clauss—Nathan P. Feinsinger Chair in Labor Law and UW Law School professor of labor and employment law, administrative law, and civil procedure who has inspired generations of law students to work for justice—began her legal career as the first woman U.S.

Solicitor in the U.S. Department of Labor in Washington, D.C., from 1977 to 1981. Clauss drove the litigation strategy for the enforcement of the Equal Pay Act of 1963 and argued many cases for financial equality for men and women in the workplace. She also worked to ensure that Occupational Safety and Health Administration (OSHA) standards were established in U.S. workplaces to protect women's reproductive health; and

**WHEREAS**, one of Lucía Nuñez's most powerful life experiences was as a GED teacher for pregnant and parenting teenagers at The Care Center in Holyoke, MA. Nuñez also worked in the Peace Corps in 1985 with the Honduran Federation of Rural Women, a cooperative that established schools, and with Stanford University teachers in the 1990s to help immigrant children and youth succeed in the classroom. In 1999, Nuñez became the Executive Director of Centro Hispano of Dane County, where she helped schools create more equitable classrooms to meet the tremendous growth of the Latino community in Wisconsin and the Midwest. As Deputy Secretary of the Wisconsin Department of Workforce Development, Nuñez confronted issues facing Wisconsin's Latinos, rural women, and Native American communities. She later led the Equal Rights Division for the State of Wisconsin, and was the first Director of the Department of Civil Rights for the City of Madison. Nuñez retired as Vice President of Equity, Inclusion and Community Engagement for Madison College. Her lifelong work was driven by a strong belief in education as an agent for positive change.

**WHEREAS**, Women's History Month is a time to honor the achievements and contributions made by women throughout the history of the United States, as well as by those in our own community whose work and lives have inspired so many of us.

**NOW, THEREFORE, BE IT RESOLVED** that the Dane County Board of Supervisors recognizes March 2025 as Women's History Month in Dane County and celebrates the women who have dedicated their lives as educators, mentors, advocates, and creators, inspiring and supporting generations of women, girls, and others in making progress toward a more just society.

**BE IT FURTHER RESOLVED** that the Dane County Board of Supervisors acknowledges Equal Pay Day and supports continued action in Dane County and beyond to eliminate the gender pay gap and ensure pay equity for all workers.

**BE IT FINALLY RESOLVED**, that the Dane County Board of Supervisors encourages community members and organizations to reflect on and celebrate the achievements, contributions, influence, and power of these women, those who came before them, and those who will carry on their work in the future.

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Patrick Miles, Chair  
Dane County Board of Supervisors

Signed and sealed before me this  
\_\_\_\_\_ day of \_\_\_\_\_, 2025.

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Scott McDonell,  
Dane County Clerk