



Proclamation



WHEREAS, The City of National City is making a strong statement of support for equality and opportunity in our community. As a city that values diversity, inclusion, and equal opportunity, we recognize the important work of MANA de San Diego, an organization that serves as the leading voice for Latinas in our community, celebrating Latina successes and raising awareness of barriers that prevent Latinas from reaching their full potential; and

WHEREAS, in the past decade, the number of Latinas earning a college degree has grown by 103%, yet Latinas still face the largest pay gap compared to other demographic groups; and

WHEREAS, employers have the power to create lasting change by implementing fair practices and fostering inclusive workplaces, ensuring that all employees have equal opportunities to thrive; and

WHEREAS, the City of National City supports initiatives that call for mentorship and sponsorship programs in the workplace to help underrepresented talent, particularly Latinas, excel in their careers; and

WHEREAS, we advocate for the establishment of internships for first-generation college students, providing them with the critical experience and opportunities to enter the workforce; and

WHEREAS, we support pay equity audits as a means to ensure that all individuals are compensated fairly, regardless of gender, race or background; and

WHEREAS, the City of National City acknowledges that addressing the barriers faced by Latinas in the workplace ultimately benefits all employees and creates a more equitable and productive environment for everyone; and

WHEREAS, by working together we can create a community and workforce where equality, inclusion, and opportunity are not just ideals, but a lived reality for all; and

BE IT PROCLAIMED, I, Ron Morrison, as Mayor of the City of National City, by virtue of the authority vested in me by the City of National City, affix the official seal and, on behalf of the City Council, do hereby proclaim November 19, 2024, as

LATINA EQUAL PAY DAY

In witness whereof, I have hereunto set my hand and caused the seal of the City of National City to be affixed this 4th day of November 19, 2024.

Ron Morrison
Mayor

Ditas Yamane
Vice Mayor

Marcus Bush
Councilmember

Luz Molina
Councilmember

Jose Rodriguez
Councilmember