



STATE OF NEW YORK  
**EXECUTIVE CHAMBER**  
ALBANY 12224

**ANDREW M. CUOMO**  
GOVERNOR

August 22, 2019

Dear Friends:

It is a pleasure to send greetings to everyone gathered for today's event that issues a nationwide call for action and awareness on this Black/African American Equal Pay Day.

New York State's greatest asset is its diverse population and we appreciate individuals of all races and cultures, including a growing presence of women of color who have increasing visibility within all professions, the public service arena, and other areas of society. Today, the community of African American women continues to see growth in joining the workforce and as leaders in education, science, business, and the arts. While their contributions are many, they experience the unfairness and injustice of pay disparities that have a significant impact on them and their families.

Our state has a long and proud tradition of strong leadership on women's rights issues, including those related to economic security and opportunity for African American women. We remain committed to advancing initiatives to break down barriers that perpetuate discrimination and inequality in the workplace based on gender and race, including a pervasive wage gap between women of color and the white male population.

New York builds upon its role of leadership in advancing equal rights for women in this state through the enactment of comprehensive laws that strengthen equal pay protections and help ensure women are given equal opportunity in the workforce. This rally represents an important step in maintaining this momentum to find added solutions to minimizing the gender pay gap for African American women in New York State. I applaud all who are part of this meaningful platform that calls attention to the need for continued progress for economic and social justice for women of color.

Warmest regards and best wishes for a successful and productive event.

Sincerely,

A handwritten signature in blue ink that reads "Andrew M. Cuomo". The signature is fluid and cursive, with the first name being the most prominent.

ANDREW M. CUOMO

**WE WORK FOR THE PEOPLE**  
PERFORMANCE ★ INTEGRITY ★ PRIDE