

Quantifying America's Gender Wage Gap by Race/Ethnicity

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Women of color in the United States experience the nation's persistent and pervasive gender wage gap most severely. The gaps represent the tangible consequences of sexism and white supremacy in the United States and how our country systematically devalues women of color and their labor. Data from the U.S. Census Bureau reveal the size of that gap among women who hold full-time, year-round jobs by race/ethnicity. The cents-on-the-dollar difference adds up, resulting in lost wages that mean women have less money to support themselves and their families.

Latinas and the Wage Gap

Latinas are typically paid just 54 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a Latina in the United States who holds a full-time, year-round job is \$33,540, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is \$61,576 – a difference of \$28,036 per year.¹ If the annual wage gap were eliminated, a typical Latina working in the United States would have enough money to pay for approximately:

- Three additional years of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;²
- More than 36 more months of child care;³ or
- Nearly 20 additional months of premiums for employer-based health insurance.⁴

Native American Women and the Wage Gap

Native American women are typically paid just 57 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a Native American woman in the United States who holds a full-time, year-round job is \$34,466, and the annual median wage gap between a Native American woman and a white, non-Hispanic man who each hold a full-time, year-round job is \$25,884 per year.⁵ If the annual wage gap were eliminated, a typical Native American woman working in the United States would have enough money to pay for approximately:

- Nearly three additional years of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;⁶

- Nearly 34 more months of child care;⁷ or
- Eighteen additional months of premiums for employer-based health insurance.⁸

Black Women and the Wage Gap

Black women are typically paid just 62 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a Black woman in the United States who holds a full-time, year-round job is \$38,036, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is \$61,576 – a difference of \$23,540 per year.⁹ If the annual wage gap were eliminated, a typical Black woman working in the United States would have enough money to pay for approximately:

- More than two and a half additional years of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;¹⁰
- Nearly 31 more months of child care;¹¹ or
- More than 16 additional months of premiums for employer-based health insurance.¹²

White Women and the Wage Gap

White, non-Hispanic women are typically paid just 79 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a white, non-Hispanic woman in the United States who holds a full-time, year-round job is \$48,390, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is \$61,576 – a difference of \$13,186 per year.¹³ If the annual wage gap were eliminated, a typical white woman working in the United States would have enough money to pay for approximately:

- Nearly one and a half additional years of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;¹⁴
- More than 17 more months of child care;¹⁵ or
- More than 9 additional months of premiums for employer-based health insurance.¹⁶

Asian American Women and the Wage Gap

Asian American women are typically paid 90 cents for every dollar paid to white, non-Hispanic men. The median annual pay for an Asian American woman in the United States who holds a full-time, year-round job is \$55,569, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is \$61,576 – a difference of \$6,007 per year.¹⁷ For Asian American women of many ethnic and national backgrounds, the gap is much larger.¹⁸ If the annual wage gap were eliminated, a typical Asian American woman working in the United States would have enough money to pay for approximately:

- More than a full semester of tuition and fees for a four-year public university, or nearly the full cost of tuition and fees for a two-year college;¹⁹
- Nearly eight months of child care;²⁰ or
- More than four additional months of premiums for employer-based health insurance.²¹

Women Overall and the Wage Gap

Across all racial and ethnic groups, women in the United States are typically paid 82 cents for every dollar paid to men. The median annual pay for a woman who holds a full-time, year-round job is \$45,097 while the median annual pay for a man who holds a full-time, year-round job is \$55,291 – a difference of \$10,194 per year.²² If the annual wage gap were eliminated, a typical woman working in the United States would have enough money to pay for approximately:

- More than a full additional year of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;²³
- More than 13 additional months of child care;²⁴ or
- More than seven additional months of premiums for employer-based health insurance.²⁵

¹ U.S. Census Bureau. (2019). *Current Population Survey, Annual Social and Economic (ASEC) Supplement: Table PINC-05: Work Experience in 2018 – People 15 Years Old and Over by Total Money Earnings in 2018, Age, Race, Hispanic Origin, Sex, and Disability Status*. Retrieved 19 March 2020, from <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html> (Unpublished calculation based on the median annual pay for all women and men who worked full time, year-round in 2018)

² U.S. Department of Education, National Center for Education Statistics. (2018, November). *Digest of Education Statistics: 2018* (Table 330.10, Average undergraduate tuition and fees and room and board rates charged for full-time students in degree-granting postsecondary institutions, by level and control of institution: 1963-64 through 2017-18), Chapter 3. Retrieved 19 March 2020, from https://nces.ed.gov/programs/digest/d18/tables/dt18_330.10.asp (The average total annual cost of undergraduate tuition and required fees is \$9,037 for a four-year public college or university or \$3,243 for a two-year college.)

³ Child Care Aware of America. (2019). *The U.S. and the High Price of Child Care: An Examination of a Broken System*. Retrieved 19 March 2020, from <https://www.childcareaware.org/our-issues/research/the-us-and-the-high-price-of-child-care-2019/>. Estimate of \$9,254 based on the average cost of child care for a four-year-old. This average is not representative of the mean and is an approximation calculated by weighting state child care cost averages by the number of programs by type reported by each state. It is not to be considered a "national average."

⁴ Kaiser Family Foundation. (n.d.). *Average Annual Single Premium per Enrolled Employee For Employer-Based Health Insurance, 2018*. Retrieved 19 March 2020, from <https://www.kff.org/other/state-indicator/single-coverage/?currentTimeframe=0&sortModel=%7B%22colld%22:%22Employee%20Contribution%22,%22sort%22:%22desc%22%7D>

⁵ U.S. Census Bureau. (2019). *American Community Survey 1-Year Estimates 2018. Tables B20017C and B20017H: Median Earnings in the Past 12 Months (in 2018 Inflation-Adjusted Dollars) by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings in the Past 12 Months*. Retrieved 19 March 2020, from <https://data.census.gov/cedsci/table?q=B20017C%20&tid=ACSDT1Y2018.B20017C>. Note: The Current Population Survey does not provide disaggregated data for Native American women's earnings. This calculation is based on a comparison of the median earnings of white, non-Hispanic men working full time, year-round with that of Native American women working full time, year-round as reported in the American Community Survey. The median annual earnings of white, non-Hispanic men in 2018 in this source was \$60,350.

⁶ See note 2.

⁷ See note 3.

⁸ See note 4.

⁹ See note 1.

¹⁰ See note 2.

¹¹ See note 3.

¹² See note 4.

¹³ See note 1.

¹⁴ See note 2.

¹⁵ See note 3.

¹⁶ See note 4.

¹⁷ See note 1.

¹⁸ Ibid. The Current Population Survey on which this fact sheet's analysis is based refers to Asian American women alone. For a fuller analysis including Pacific Islander women, see: <https://www.nationalpartnership.org/our-work/resources/economic-justice/fair-pay/asian-women-and-the-wage-gap.pdf>. Despite an overall wage gap for Asian American women in the United States that is smaller than for other groups of women of color, analysis by the National Asian Pacific American Women's Forum shows there are substantial variations in the wage gap between particular groups of Asian American and Pacific Islander women (based on self-reported ethnic and/or national ancestry) and white, non-Hispanic men, with many groups facing significantly greater wage penalties. For more information, see: <https://www.napawf.org/our-work/content/fighting-invisibility-closing-the-wage-gap>

¹⁹ See note 2.

²⁰ See note 3.

²¹ See note 4.

²² See note 1. The earnings ratio for women compared to men in 2018 is 81.6 cents, not a statistically significant different from 2017 (earnings ratio between women and men was 81.7)

²³ See note 2.

²⁴ See note 3.

²⁵ See note 4.

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, reproductive health and rights, access to quality, affordable health care and policies that help all people meet the dual demands of work and family. More information is available at NationalPartnership.org.

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