

#20 PERCENT COUNTS

Women on average are paid 20% less than men in the United States. If you break the pay gap down by race and ethnicity, it is even worse: Black women are paid 37% less, and Hispanic women are paid 46% less.¹

On Equal Pay Day (April 4, 2017), LeanIn.Org is launching #20PercentCounts, a campaign to raise awareness of this gender pay gap. In support of the campaign, several national brands and businesses in 25 U.S. cities have joined forces with LeanIn.Org to provide 20% discounts or special offers on everyday purchases from coffee to pizza to pet supplies.

This fact sheet was prepared by LeanIn.Org in partnership with the National Partnership for Women & Families. The findings are based on the National Partnership's analysis of the pay gap in the cities and metropolitan areas participating in #20PercentCounts, as well as all 50 states and the District of Columbia.

#20PercentCounts: Gender Pay Gap by Participating City or County² (April 2017)

Percent women are paid less than men based on median annual wages for women and men who work full time, year-round

City, State	Gender Pay Gap Percentage
Atlanta, GA	24%
Boise, ID	20%
Boston, MA	11%
Chicago, IL	10%
Dallas, TX	2%
Dayton, OH	15%
Denver, CO	9%
Des Moines, IA	17%
Essex County, NJ	15%
Houston, TX	12%
Lansing, MI	7%
Los Angeles, CA	2%
Miami, FL	14%
Mountain View, CA	26%
New York, NY	8%
Orange County, CA	17%
Orlando, FL	9%

Phoenix, AZ	10%
Portland, OR	11%
Richmond, VA	10%
Sacramento, CA	9%
San Diego, CA	14%
San Francisco, CA	17%
Seattle, WA	20%
St. Louis, MO	14%
Washington, DC	13%

#20PercentCounts: Gender Pay Gap by Participating Metropolitan Area³ (April 2017)

Percent women are paid less than men based on median annual wages for women and men who work full time, year-round

Metropolitan Area	Gender Pay Gap Percentage
Atlanta, GA Metro	18%
Boise, ID Metro	27%
Boston, MA Metro	21%
Chicago, IL Metro	21%
Dallas, TX Metro	19%
Dayton, OH Metro	25%
Des Moines, IA Metro	22%
Houston, TX Metro	19%
Lansing, MI Metro	13%
Los Angeles, CA Metro	10%
Miami, FL Metro	12%
New York, NY Metro	13%
Orlando, FL Metro	13%
Phoenix, AZ Metro	15%
Portland, OR Metro	17%
Richmond, VA Metro	20%
Sacramento, CA Metro	12%
San Diego, CA Metro	13%
San Francisco, CA Metro	16%
San Jose, CA Metro	25%
Seattle, WA Metro	19%
St. Louis, MO Metro	23%
Washington, DC Metro	18%

#20PercentCounts: Gender Pay Gap by State⁴ (April 2017)

Percent women are paid less than men based on median annual wages for women and men who work full time, year-round

State	Gender Pay Gap
Alabama	24%
Alaska	22%
Arizona	17%
Arkansas	21%
California	14%
Colorado	19%
Connecticut	18%
Delaware	11%
District of Columbia	14%
Florida	13%
Georgia	19%
Hawaii	16%
Idaho	26%
Illinois	21%
Indiana	24%
Iowa	23%
Kansas	23%
Kentucky	18%
Louisiana	32%
Maine	22%
Maryland	16%
Massachusetts	17%
Michigan	26%
Minnesota	19%
Mississippi	24%
Missouri	22%
Montana	27%
Nebraska	21%
Nevada	16%
New Hampshire	24%
New Jersey	18%
New Mexico	15%
New York	11%
North Carolina	14%
North Dakota	29%
Ohio	25%
Oklahoma	27%

Oregon	19%
Pennsylvania	21%
Rhode Island	14%
South Carolina	19%
South Dakota	22%
Tennessee	19%
Texas	21%
Utah	29%
Vermont	16%
Virginia	22%
Washington	21%
West Virginia	29%
Wisconsin	22%
Wyoming	36%

LeanIn.Org is an initiative of the Sheryl Sandberg & Dave Goldberg Family Foundation to empower women to achieve their ambitions.

1 Black and Hispanic women's earnings are compared to white, non-Hispanic men. U.S. Census Bureau. (2016). *Current Population Survey, Annual Social and Economic (ASEC) Supplement: Table PINC-05: Work Experience in 2015 – People 15 Years Old and Over by Total Money Earnings in 2015, Age, Race, Hispanic Origin, Sex, and Disability Status*. Retrieved 24 March 2017, 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 2015)

2 U.S. Census Bureau. (2016). *American Community Survey 5-Year Estimates 2011-2015, Table B20017: Median Earnings in the Past 12 Months (in 2015 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 24 March 2017, from

https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_B20017&prodType=table

3 U.S. Census Bureau. (2016). *American Community Survey 1-Year Estimates 2015, Table B20017: Median Earnings in the Past 12 Months (in 2015 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 24 March 2017, from

https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_1YR_B20017&prodType=table; A metropolitan area (metro area) contains a core urban area of 50,000 or more population. Each metro area consists of one or more counties and includes the counties containing the core urban area, as well as any adjacent counties that have a high degree of social and economic integration (as measured by commuting to work) with the urban core. (<https://www.census.gov/population/metro>)

4 U.S. Census Bureau. (2016). *American Community Survey 1-Year Estimates 2015, Geographies: All States within United States and Puerto Rico, Table B20017: Median Earnings in the Past 12 Months (in 2015 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 24 March 2017, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_1YR_B20017&prodType=table