Quantifying America’s Gender Wage Gap by Race/Ethnicity

APRIL 2019

Women of color in the United States experience the nation’s persistent* and pervasive gender wage gap most severely. 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 53 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 $32,002, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is $60,388 – a difference of $28,386 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;\(^2\)
- Thirty-seven more months of child care;\(^3\) or
- More than 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 58 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 $33,571, 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 $24,443 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:

- 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;\(^6\)
Nearly 32 more months of child care; or
More than 17 additional months of premiums for employer-based health insurance.

Black Women and the Wage Gap

Black women are typically paid just 61 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 $36,735, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is $60,388 – a difference of $23,653 per year. 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;
- Nearly 31 more months of child care;
- Nearly 17 additional months of premiums for employer-based health insurance.

White Women and the Wage Gap

White, non-Hispanic women are typically paid just 77 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 $46,513, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is $60,388 – a difference of $13,875 per year. If the annual wage gap were eliminated, a typical white woman working in the United States would have enough money to pay for approximately:

- More than 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;
- More than 18 more months of child care;
- More than 17 additional months of premiums for employer-based health insurance.

Asian American Women and the Wage Gap

Asian American women are typically paid 85 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 $51,378, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is $60,388 – a difference of $9,010 per year. For Asian American women of many ethnic and national backgrounds, the gap is much larger. 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:
One 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;\(^\text{18}\)

- Nearly one additional year of child care;\(^\text{19}\) or
- More than six additional months of premiums for employer-based health insurance.\(^\text{20}\)

**Women Overall and the Wage Gap**

Across all racial and ethnic groups, women in the United States are typically paid 80 cents for every dollar paid to men. The median annual pay for a woman who holds a full-time, year-round job is $41,977 while the median annual pay for a man who holds a full-time, year-round job is $52,146 – a difference of $10,169 per year.\(^\text{21}\) 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;\(^\text{22}\)

- More than 13 additional months of child care;\(^\text{23}\)

- More than seven additional months of premiums for employer-based health insurance.\(^\text{24}\)

*For comparison purposes, the National Partnership’s findings for these groups based on last year’s data is available [here](#).*

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3. Child Care Aware of America. (2018). *The U.S. and the High Cost of Child Care: A Review of Prices and Proposed Solutions for a Broken System.* Retrieved 19 March 2019, from https://cdn2.hubspot.net/hubfs/3957809/COCreport2018_1.pdf. Estimate of $9,649 based on the average cost of center-based 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, 2017.* Retrieved 20 March 2019, from https://www.kff.org/other/state-indicator/single-coverage/?currentTimeframe=0&sortModel=%7B%22colId%22:%22%22contribution%22,%22%22sort%22:%22%22desc%22%7D

women working full time, year-round as reported in the American Community Survey. The median annual earnings of white, non-Hispanic men in 2017 in this source was $58,014.

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 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: http://www.nationalpartnership.org/our-work/resources/workplace/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/uploads/1/1/4/9/114909119/fighting-invisibility_final-4.03.17.pdf

18 See note 2.
19 See note 3.
20 See note 4.

21 Ibid. The unrounded calculation of the earnings ratio for women compared to men in 2017 is 80.499 cents, not a statistically significant different from 2016 (earnings ratio between women and men was 80.47)

22 See note 2.
23 See note 3.
24 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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