

# Quantifying America's Gender Wage Gap by Race

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Women of color in the United States experience the nation's persistent\* and pervasive gender wage gap most severely. Just-released data from the U.S. Census Bureau reveal the size of that gap among women who hold full-time, year-round jobs by race. 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.<sup>1</sup> If the annual wage gap were eliminated, a typical Latina working in the United States would have enough money to pay for approximately:

- ▶ Almost two additional years of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year community college;<sup>2</sup>
- ▶ Thirty-nine more months of child care;<sup>3</sup> or
- ▶ More than 21 additional months of premiums for employer-based health insurance<sup>4</sup>

## 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.<sup>5</sup> 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 1.5 additional years of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year community college;<sup>6</sup>
- ▶ Thirty-three more months of child care;<sup>7</sup> or
- ▶ More than 18 additional months of premiums for employer-based health insurance.<sup>8</sup>

### **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.<sup>9</sup> If the annual wage gap were eliminated, a typical Black woman working in the United States would have enough money to pay for approximately:

- ▶ 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 community college;<sup>10</sup>
- ▶ Thirty-two more months of child care;<sup>11</sup> or
- ▶ Eighteen additional months of premiums for employer-based health insurance.<sup>12</sup>

### **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.<sup>13</sup> 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 additional year of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year community college;<sup>14</sup>
- ▶ Nineteen more months of child care;<sup>15</sup> or
- ▶ More than 10 additional months of premiums for employer-based health insurance.<sup>16</sup>

### **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 some ethnic subgroups of Asian American women, the gap is much larger.<sup>17</sup> 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 half of an additional year of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year community college;<sup>18</sup>
- ▶ More than one additional year of child care;<sup>19</sup> or
- ▶ More than six additional months of premiums for employer-based health insurance.<sup>20</sup>

### **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.<sup>21</sup> 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 half of an additional year of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year community college;<sup>22</sup>
- ▶ Nearly 14 additional months of child care;<sup>23</sup> or
- ▶ More than seven additional months of premiums for employer-based health insurance.<sup>24</sup>

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

1 U.S. Census Bureau. (2018). *Current Population Survey, Annual Social and Economic (ASEC) Supplement: Table PINC-05: Work Experience in 2017 – People 15 Years Old and Over by Total Money Earnings in 2017, Age, Race, Hispanic Origin, Sex, and Disability Status*. Retrieved 12 September 2018, 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 2017)

2 U.S. Department of Education, National Center for Education Statistics. (2016, November). *Digest of Education Statistics* (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 2015-16). Retrieved 12 September 2018, from [https://nces.ed.gov/programs/digest/d16/tables/dt16\\_330.10.asp?current=yes](https://nces.ed.gov/programs/digest/d16/tables/dt16_330.10.asp?current=yes) (The average total annual cost of undergraduate tuition and required fees is \$8,778 for a four-year public college or university or \$3,038 for a two-year college.)

3 Child Care Aware of America. (2017). *Parents and the High Cost of Child Care*. Retrieved 12 September 2018, from [https://usa.childcareaware.org/wp-content/uploads/2017/12/2017\\_CCA\\_High\\_Cost\\_Report\\_FINAL.pdf](https://usa.childcareaware.org/wp-content/uploads/2017/12/2017_CCA_High_Cost_Report_FINAL.pdf) (Unpublished calculation of \$8,670 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, 2016*. Retrieved 10 September 2018, 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. (2018). *American Community Survey 1-Year Estimates 2017. Tables B20017C and B20017H: Median Earnings in the Past 12 Months (in 2017 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 13 September 2018, from [https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_17\\_1YR\\_B20017C&prodType=table](https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_17_1YR_B20017C&prodType=table) 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 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. Despite an overall wage gap for Asian 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 ethnic groups of Asian women and white, non-Hispanic men, with many subpopulations of Asian women 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](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, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at [NationalPartnership.org](http://NationalPartnership.org).

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