

# 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.

## 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 \$31,522 while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is \$57,925 – a difference of \$26,403 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:

- ▶ 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 community college;<sup>2</sup>
- ▶ Thirty-seven more months of child care;<sup>3</sup> or
- ▶ Nearly 191 more weeks of food – 3.7 years' worth.<sup>4</sup>

## Black Women and the Wage Gap

Black women are typically paid just 63 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 \$36,227 while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is \$57,925 – a difference of \$21,698 per year.<sup>5</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:

- ▶ 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 community college;<sup>6</sup>
- ▶ Thirty-one more months of child care;<sup>7</sup> or
- ▶ Nearly 157 more weeks of food – three years' worth.<sup>8</sup>

## 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 \$45,741 while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is \$57,925 – a difference of

\$12,184 per year.<sup>9</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:

- ▶ 1.4 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>
- ▶ Nearly 17 more months of child care;<sup>11</sup> or
- ▶ Eighty-eight more weeks of food – 1.7 years' worth.<sup>12</sup>

### **Asian Women and the Wage Gap**

Asian women are typically paid 87 cents for every dollar paid to white, non-Hispanic men. The median annual pay for an Asian woman in the United States who holds a full-time, year-round job is \$50,615 while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is \$57,925 – a difference of \$7,310 per year. For some ethnic subgroups of Asian women, the gap is much larger.<sup>13</sup> If the annual wage gap were eliminated, a typical Asian 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>
- ▶ Nearly 11 more months of child care;<sup>15</sup> or
- ▶ Nearly 53 more weeks of food – one year's worth.<sup>16</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 \$41,554 while the median annual pay for a man who holds a full-time, year-round job is \$51,640 – a difference of \$10,086 per year.<sup>17</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 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>18</sup>
- ▶ More than 14 additional months of child care;<sup>19</sup> or
- ▶ Nearly 73 more weeks of food – 1.4 years' worth.<sup>20</sup>

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

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1 U.S. Census Bureau. (2017). *Current Population Survey, Annual Social and Economic (ASEC) Supplement: Table PINC-05: Work Experience in 2016 – People 15 Years Old and Over by Total Money Earnings in 2016, Age, Race, Hispanic Origin, Sex, and Disability Status*. Retrieved 12 September 2017, from <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.2016.html> (Unpublished calculation based on the median annual pay for all women and men who worked full time, year-round in 2016)

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 2017, 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 Tercha, J. (2017, February). Personal communication. (Research Analyst, Child Care Aware of America). Unpublished calculation of \$8,468.63 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 based off of an unweighted average of averages and is not to be considered a "national average."

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4 U.S. Bureau of Labor Statistics. (2017, August). *Consumer Expenditure Survey, Table 1800. Region of residence: Annual expenditure means, shares, standard errors, and coefficient of variation, 2016*. Retrieved 12 September 2017, from <https://www.bls.gov/cex/2016/combined/region.pdf> (Calculation uses overall average “food” cost.)

5 See note 1.

6 See note 4.

7 See note 3.

8 See note 1.

9 See note 1.

10 See note 4.

11 See note 3.

12 See note 1.

13 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://napawf.org/wp-content/uploads/2017/03/FIGHTING-INVISIBILITY\\_FINAL.pdf](https://napawf.org/wp-content/uploads/2017/03/FIGHTING-INVISIBILITY_FINAL.pdf)

14 See note 4.

15 See note 3.

16 See note 1.

17 Ibid. The unrounded calculation of the earnings ratio for women compared to men in 2016 is 80.47 cents, a .9 percentage point improvement from 2015 (earnings ratio between women and men was 79.56 cents)

18 See note 4.

19 See note 3.

20 See note 1.

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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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