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. Data for 2020 reflect the unprecedented economic shock of the coronavirus pandemic, including mass layoffs – especially in many low-wage, women-dominated occupations – and increased family caregiving demands that pushed many women out of jobs or into part-time work. Women of color experienced these pressures disproportionately.1 Those who were able to remain employed full-time throughout the year tended to be in higher-paid jobs, skewing the wage gap relative to a typical year.

Latinas and the Wage Gap

Latinas are typically paid just 57 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 $38,718, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is $67,629 – a difference of $28,911 per year.2 If the annual wage gap were eliminated, a typical Latina working in the United States would have enough money to pay for approximately:

- More than 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;3
- Nearly 37 more months of child care;4 or
- Nearly 19 additional months of premiums for employer-based health insurance.5

Native American Women and the Wage Gap

Native American women are typically paid just 60 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 $36,577, 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 $24,656 per year.\textsuperscript{6} 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;\textsuperscript{7}
- Nearly 32 more months of child care;\textsuperscript{8} or
- More than sixteen additional months of premiums for employer-based health insurance.\textsuperscript{9}

**Black Women and the Wage Gap**

Black women are typically paid just 64 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 $43,209, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is $67,629 – a difference of $24,420 per year.\textsuperscript{10} 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;\textsuperscript{11}
- More than 31 more months of child care;\textsuperscript{12} or
- Nearly 16 additional months of premiums for employer-based health insurance.\textsuperscript{13}

**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 $53,731, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is $67,629 – a difference of $13,898 per year.\textsuperscript{14} If the annual wage gap were eliminated, a typical white woman working in the United States would have enough money to pay for approximately:

- About 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;\textsuperscript{15}
- Nearly eighteen more months of child care;\textsuperscript{16} or
- More than 9 additional months of premiums for employer-based health insurance.\textsuperscript{17}

**Asian American and Pacific Islander Women and the Wage Gap**

Data about Asian American and Pacific Islander (AAPI)\textsuperscript{18} women were particularly skewed by the pandemic. In 2019, AAPI women who worked full time, year-round were paid as little as 52 cents for every dollar paid to white, non-Hispanic men, as Burmese
women were, and Asian American women overall had a median income of $56,807 and were paid just 87 cents for every dollar paid to white, non-Hispanic men. In 2020, the median annual pay for an Asian American woman in the United States who still held a full-time, year-round job was $68,442, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job was $67,629. Based on pre-pandemic data, 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:

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

**Women Overall and the Wage Gap**

Across all racial and ethnic groups, women in the United States are typically paid 83 cents for every dollar paid to men. The median annual pay for a woman who holds a full-time, year-round job is $50,982 while the median annual pay for a man who holds a full-time, year-round job is $61,417 – a difference of $10,435 per year. 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; or
- More than 13 additional months of child care; or
- Nearly seven additional months of premiums for employer-based health insurance.

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4 Child Care Aware of America. (2020). Picking Up the Pieces: Building a Better Child Care System Post COVID-19. Retrieved 20 October 2021, from https://www.childcareaware.org/picking-up-the-pieces/. The authors note that the price of child care varies significantly across the United States, but estimate that the average price is between $9,200 and $9,600. This analysis uses the midpoint of that range, $9,400, as the average price for child care.
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.

5 Kaiser Family Foundation. (n.d.) Average Annual Single Premium per Enrolled Employee For Employer-Based Health Insurance, 2020. Retrieved 20 October 2021, from https://www.kff.org/other/state-indicator/single-coverage/?currentTimeframe=0&sortModel=%7B%22pivotField%22:%22Employer%20Contribution%22,%22sort%22:%22desc%22%7D


7 See note 3.
8 See note 4.
9 See note 5.
10 See note 2.
11 See note 3.
12 See note 4.
13 See note 5.
14 See note 2.
15 See note 3.
16 See note 4.
17 See note 5.

18 Due to varying categories used in underlying data sources, this fact sheet uses various terminology to describe “racial” and “ethnic” categories throughout. This fact sheet draws on data from the U.S. Census, Current Population Survey and American Community Survey and, through secondary sources, data from the U.S. Department of Labor Bureau of Labor Statistics, Current Population Survey, and from a national public opinion survey. All of these are based on respondents’ self-reported identity and ancestry, but each source records, categorizes and reports those responses differently. In this fact sheet, where an underlying source refers to women with self-reported Asian ancestry alone, we use “Asian American women.” Where a source refers to Asian and Pacific Islander women, we use “Asian American and Pacific Islander (AAPI) women.” Where possible, we include disaggregated data for specific sub-categories based on self-reported national or ethnic ancestry.

