

# Quantifying America's Gender Wage Gap by Race/Ethnicity

MAY 2022

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. The cents-on-the-dollar difference between what men and women are typically paid 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 49 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a Latina in the United States is \$26,855, while the median annual pay for a white, non-Hispanic man is \$54,917 – a difference of \$28,062 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:



46

months of food



36

months of child care



6

semesters of tuition and fees for a four-year public university



2

years of rent



18

months of employer-based health insurance premiums

## Counting All Women Workers in the Wage Gap

In previous years, conversations about the wage gap focused only on women working full time, year-round. That meant leaving out part-time and seasonal workers – disproportionately women of color – who not only tend to be paid less but also often have less-flexible jobs and fewer benefits. Pandemic-related economic shocks and health and family caregiving needs made things even worse in 2020: more than 33 million women workers would not have been counted in the full-time wage gap.\*

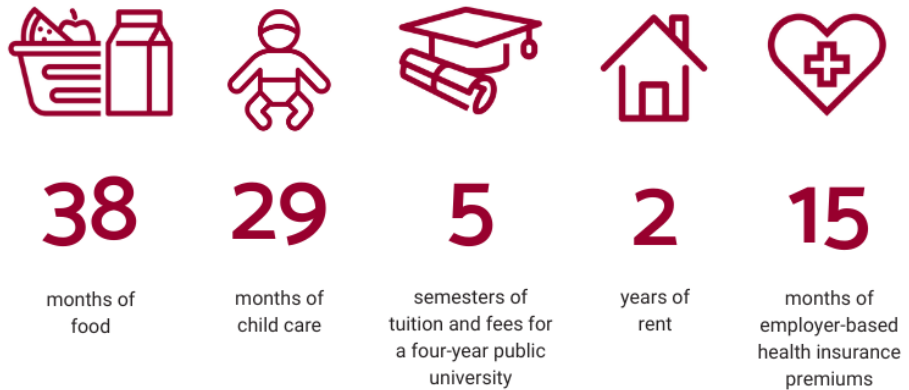
- Forty-six months of food;<sup>2</sup>
- Nearly 36 more months of child care;<sup>3</sup>
- Six semesters (three years) of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;<sup>4</sup>
- More than two years of rent;<sup>5</sup> or
- Eighteen additional months of premiums for employer-based health insurance.<sup>6</sup>

## Black Women and the Wage Gap

Black women are typically paid just 58 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a Black woman in the United States is \$31,843, while the median annual pay for a white, non-Hispanic man is \$54,917 – a difference of \$23,074 per year.<sup>7</sup> If the annual wage gap were eliminated, a typical Black woman working in the

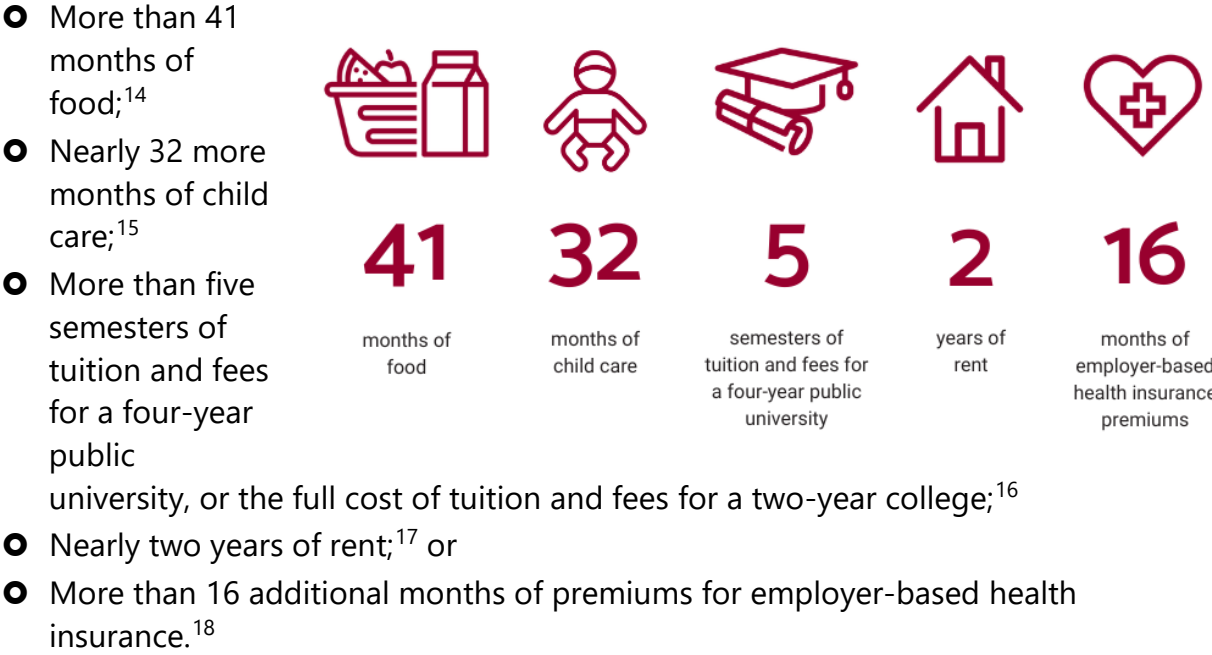
United States would have enough money to pay for approximately:

- Thirty-eight months of food;<sup>8</sup>
- More than 29 more months of child care;<sup>9</sup>
- Nearly five semesters of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;<sup>10</sup>
- Nearly two years of rent;<sup>11</sup> or
- More than 15 additional months of premiums for employer-based health insurance.<sup>12</sup>



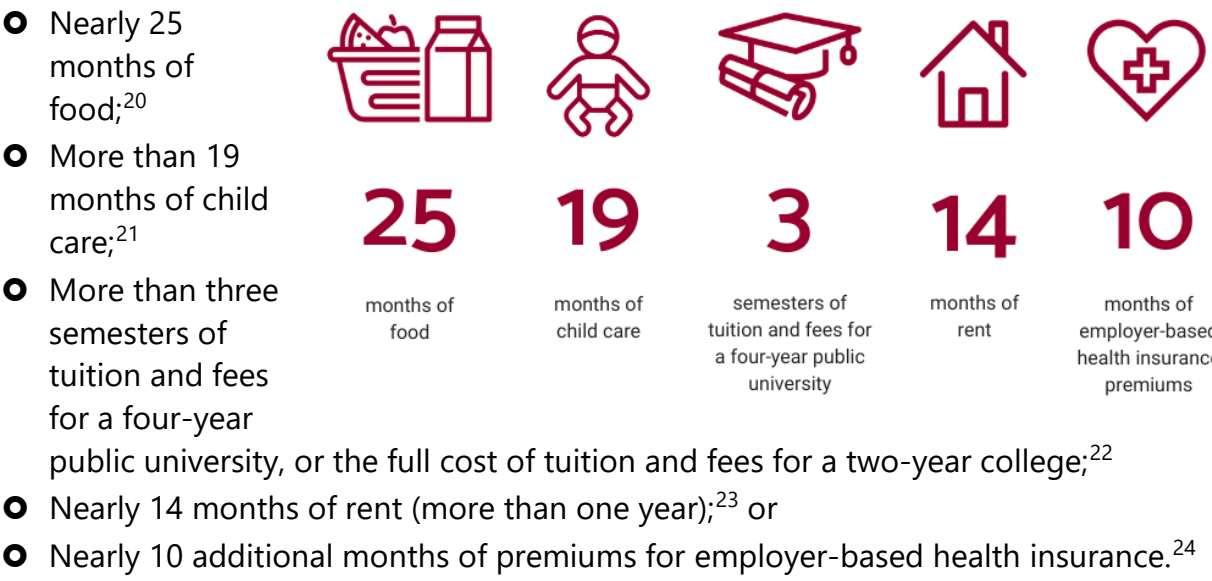
## Native American Women and the Wage Gap

Native American women are typically paid just 50 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a Native American woman in the United States is about \$25,000, and the annual median wage gap between a Native American woman and a white, non-Hispanic man is about \$25,000 per year.<sup>13</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:



**White Women and the Wage Gap**

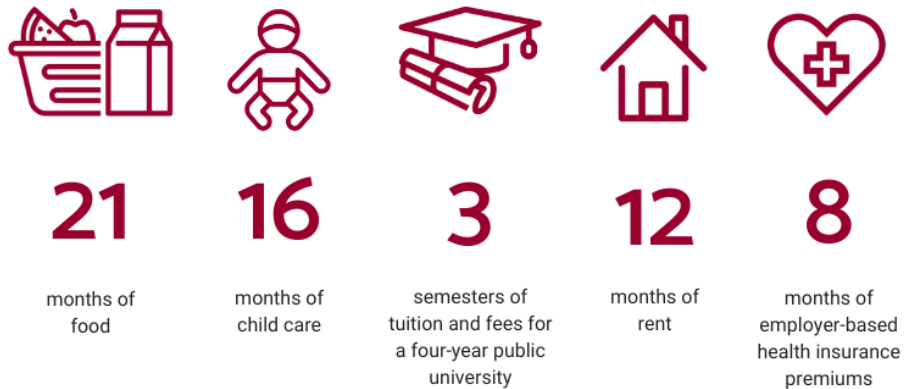
White, non-Hispanic women are typically paid just 73 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a white, non-Hispanic woman in the United States is \$39,860, while the median annual pay for a white, non-Hispanic man is \$54,917 – a difference of \$15,057 per year.<sup>19</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:



## Asian American, Native Hawaiian and Pacific Islander Women and the Wage Gap

Asian American, Native Hawaiian and Pacific Islander (AANHPI) women are typically paid 75 cents for every dollar paid to a white, non-Hispanic man. The median annual pay for an AANHPI woman in the United States is \$37,400, and the annual median wage gap between a Native American woman and a white, non-Hispanic man is \$12,600.<sup>25</sup> If the annual wage gap were eliminated, a typical AANHPI woman working in the United States would have enough money to pay for approximately:

- Nearly 21 months of food;<sup>26</sup>
- Sixteen months of child care;<sup>27</sup>
- Nearly three semesters of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;<sup>28</sup>
- Nearly 12 months of rent (one year);<sup>29</sup> or
- More than eight additional months of premiums for employer-based health insurance.<sup>30</sup>

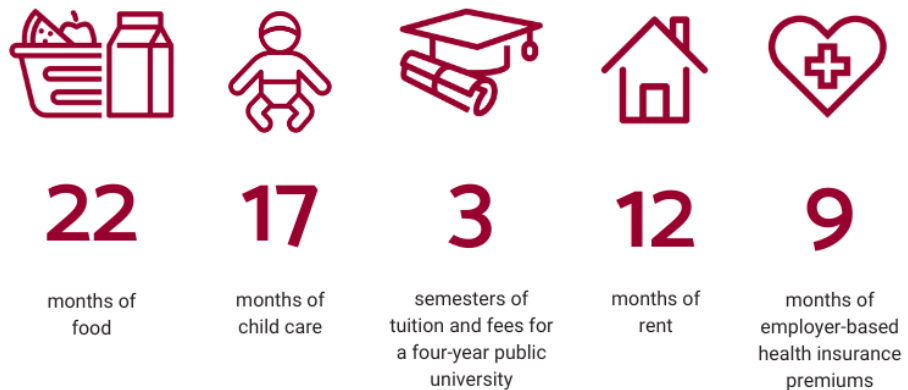


## Women Overall and the Wage Gap

Across all racial and ethnic groups, women in the United States are typically paid 73 cents for every dollar paid to men. The median annual pay for a woman in the United States is \$35,838 while the median annual pay for a man is \$49,389 – a difference of \$13,551 per year.<sup>31</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 22 months of food;<sup>32</sup>
- More than 17 months of child care;<sup>33</sup>
- Nearly three semesters of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;<sup>34</sup>

- More than 12 months of rent (one year);<sup>35</sup> or
- Nearly 9 additional months of premiums for employer-based health insurance.<sup>36</sup>



Learn more about fair pay at [NationalPartnership.org/Gap](https://NationalPartnership.org/Gap).

\* National Partnership for Women & Families. (2022, March). *Closing the Wage Gap for All Women Workers*. Retrieved 2 May 2022, from <https://www.nationalpartnership.org/our-work/resources/economic-justice/fair-pay/closing-the-wage-gap-for-all.pdf>.

<sup>1</sup> U.S. Census Bureau. (2021). *Current Population Survey, Annual Social and Economic (ASEC) Supplement: Table PINC-05: Work Experience in 2020 – People 15 Years Old and Over by Total Money Earnings in 2020, Age, Race, Hispanic Origin, Sex, and Disability Status*. Retrieved 29 April 2022, 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 with earnings in 2020). For more information on including part-time and seasonal workers in the wage gap, see *Closing the Wage Gap for All Women Workers*, <https://www.nationalpartnership.org/our-work/resources/economic-justice/fair-pay/closing-the-wage-gap-for-all.pdf>.

<sup>2</sup> U.S. Bureau of Labor Statistics. (2021, September). *Consumer Expenditures - 2020*. Retrieved 29 April 2022, from <https://www.bls.gov/news.release/pdf/cesan.pdf>. (Calculation uses overall average “food” cost.)

<sup>3</sup> Child Care Aware of America. (2020). *Picking Up the Pieces: Building a Better Child Care System Post COVID-19*. Retrieved 29 April 2022, 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.

<sup>4</sup> U.S. Department of Education, National Center for Education Statistics. (2020, January). *Digest of Education Statistics: 2020* (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 2019-20), Chapter 3. Retrieved 29 April 2022, from [https://nces.ed.gov/programs/digest/d20/tables/dt20\\_330.10.asp](https://nces.ed.gov/programs/digest/d20/tables/dt20_330.10.asp). (The average total annual cost of undergraduate tuition and required fees is \$9,349 for a four-year public college or university or \$3,377 for a two-year college.)

<sup>5</sup> Data from 2019. Limited data available for 2020 due to pandemic-related issues. U.S. Census Bureau. (2020). *American Community Survey 1-Year Estimates 2019, Table DP04: Selected Housing Characteristics*. Retrieved 29 April 2022, from <https://data.census.gov>. (Calculation uses median gross rent, occupied units paying rent.)

<sup>6</sup> Kaiser Family Foundation. (n.d.) *Average Annual Single Premium per Enrolled Employee For Employer-Based Health Insurance, 2020*. Retrieved 29 April 2022, from <https://www.kff.org/other/state-indicator/single-coverage/?currentTimeframe=0&sortModel=%7B%22colId%22:%22Employee%20Contribution%22,%22sort%22:%22desc%22%7D>.

<sup>7</sup> See note 1.

<sup>8</sup> See note 2.

<sup>9</sup> See note 3.

<sup>10</sup> See note 4.

<sup>11</sup> See note 5.

<sup>12</sup> See note 6.

<sup>13</sup> National Asian Pacific American Women’s Forum (NAPAWF) analysis of median earnings for full and part-time workers by Native American subpopulation based on 2020 American Community Survey 1-year estimates, available at <https://www.census.gov/programs-surveys/acs/data/experimental-data/2020-1-year-pums.html>. Figures are based on women and men’s median earnings for both full and part-time workers. White, non-Hispanic men made \$50,000 annually in 2020.

<sup>14</sup> See note 2.

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<sup>15</sup> See note 3.

<sup>16</sup> See note 4.

<sup>17</sup> See note 5.

<sup>18</sup> See note 6.

<sup>19</sup> See note 1.

<sup>20</sup> See note 2.

<sup>21</sup> See note 3.

<sup>22</sup> See note 4.

<sup>23</sup> See note 5.

<sup>24</sup> See note 6.

<sup>25</sup> National Asian Pacific American Women’s Forum (NAPAWF) analysis of median earnings for full and part-time workers by Asian American, Native Hawaiian and Pacific Islander subpopulation based on 2020 American Community Survey 1-year estimates, available at <https://www.census.gov/programs-surveys/acs/data/experimental-data/2020-1-year-pums.html>. Figures are based on women and men’s median earnings for both full and part-time workers. White, non-Hispanic men made \$50,000 annually in 2020. Indian women represent those who self-selected “Asian Indian” as their race.

<sup>26</sup> See note 2.

<sup>27</sup> See note 3.

<sup>28</sup> See note 4.

<sup>29</sup> See note 5.

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<sup>33</sup> See note 3.

<sup>34</sup> See note 4.

<sup>35</sup> See note 5.

<sup>36</sup> See note 6.

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](https://NationalPartnership.org).

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