Quantifying America’s Gender Wage Gap by Race/Ethnicity

APRIL 2023

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 54 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a Latina in the United States is $30,551, while the median annual pay for a white, non-Hispanic man is $57,005 – a difference of $26,454 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:

- Thirty-eight months of food;²
- Nearly 33 more months of child care;³
- Five semesters (2.5 years) of tuition and fees

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. In 2021, more than 28 million women workers would not have been counted in the full-time wage gap.


² The typical cost of food for a family of four in the U.S. is approximately $1,358 per month.

³ The typical cost of child care for a family of four in the U.S. is approximately $983 per month.

¹ The typical cost of tuition and fees for a four-year public university in the U.S. is approximately $26,454 per year.

² The typical cost of rent for a two-bedroom apartment in the U.S. is approximately $2,300 per month.

³ The typical cost of health insurance premiums for a family of four in the U.S. is approximately $1,800 per month.
for a four-year public university, or the full cost of tuition and fees for a two-year college; ⁴
- More than two years of rent; ⁵ or
- Sixteen additional months of premiums for employer-based health insurance. ⁶

**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 is $36,303, while the median annual pay for a white, non-Hispanic man is $57,005 – a difference of $20,702 per year. ⁷ 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 months of food; ⁸
- More than 25 more months of child care; ⁹
- Four semesters of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college; ¹⁰
- Nearly 19 months of rent; ¹¹ or
- More than 13 additional months of premiums for employer-based health insurance. ¹²

**Native American Women and the Wage Gap**

Native American women are typically paid just 51 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a Native American woman in the United States is $26,678, and the annual median wage gap between a Native American woman and a white, non-Hispanic man is about $25,253 per year. ¹³ 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 37 months of food; ¹⁴
More than 31 more months of child care;15

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;16

Nearly two years of rent;17 or

More than 15 additional months of premiums for employer-based health insurance.18

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 $41,809, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is $57,005 – a difference of $15,196 per year.19 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 22 months of food;20
- Nearly 19 months of child care;21
- More than 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;22
- Nearly 14 months of rent (more than one year);23 or
Asian American, Native Hawaiian and Pacific Islander Women and the Wage Gap

Asian American, Native Hawaiian and Pacific Islander women are typically paid 80 cents for every dollar paid to a white, non-Hispanic man.* The median annual pay for an Asian American, Native Hawaiian or Pacific Islander woman in the United States is $40,000, and the annual median wage gap between an Asian American, Native Hawaiian, and Pacific Islander woman and a white, non-Hispanic man is $10,000.²⁵ If the annual wage gap were eliminated, a typical Asian American, Native Hawaiian or Pacific Islander woman working in the United States would have enough money to pay for approximately:

- Nearly 15 months of food;²⁶
- More than 12 months of child care (one year);²⁷
- More than two semesters of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;²⁸
- More than nine months of rent;²⁹ or
- Six additional months of premiums for employer-based health insurance.³⁰

Women Overall and the Wage Gap

Across all racial and ethnic groups, women in the United States are typically paid 77 cents for every dollar paid to men. The median annual pay for a woman in the United States is $39,201 while the median annual pay for a man is $50,983 – a difference of $11,782 per year.³¹ 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 17 months of food;³²
- Nearly 15 months of child care;³³

---

* Based on data for 2020. More recent data not yet available.
○ More than two semesters of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;³⁴

○ Nearly 11 months of rent;³⁵ or

○ Seven additional months of premiums for employer-based health insurance.³⁶

17 MONTHS OF FOOD

15 MONTHS OF CHILD CARE

2 SEMESTERS OF TUITION AND FEES FOR A FOUR-YEAR PUBLIC

11 MONTHS OF RENT

7 MONTHS OF EMPLOYER-BASED HEALTH INSURANCE PREMIUMS

Learn more about fair pay at NationalPartnership.org/Gap.

---


3 Child Care Aware of America. (2022). Demanding Change: Repairing Our Child Care System. Retrieved 28 March 2023, from https://www.childcareaware.org/demanding-change-repairing-our-child-care-system. The authors note that the landscape of child care varies significantly from state to state and computing a single national average is complex. This analysis uses the average of program-weighted averages for center-based care for a four-year-old, $9,715.


6 Kaiser Family Foundation. (n.d.) Average Annual Single Premium per Enrolled Employee For Employer-Based Health Insurance, 2020. Retrieved 28 March 2023, from https://www.kff.org/other/state-indicator/single-coverage/?currentTimeframe=0&sortModel=%7B%22colId%22:%22Employee%20Contribution%22,%22sort%22:%22desc%22%7D

7 See note 1.

8 See note 2.

9 See note 3.

10 See note 4.

11 See note 5.

12 See note 6.

and Over with Earnings in the Past 12 Months. Retrieved 28 March 2023, from data.census.gov. 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 2021 in this source was $51,931.

See note 2.
14 See note 3.
15 See note 4.
16 See note 5.
17 See note 6.
18 See note 7.
19 See note 8.
20 See note 9.
21 See note 10.
22 See note 11.
23 See note 12.
24 See note 13.

See note 2.
28 See note 3.
29 See note 4.
30 See note 5.
31 See note 6.
32 See note 7.
33 See note 8.
34 See note 9.
35 See note 10.
36 See note 11.