

Quantifying America's Gender Wage Gap by Race/Ethnicity

SEPTEMBER 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 particularly in the face of rapid inflation.

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 2022, more than 27 million women workers would not have been counted in the full-time wage gap.

Latinas and the Wage Gap

Latinas are typically paid just 52 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a Latina in the United States is \$31,600, while the median annual pay for a white, non-Hispanic man is \$60,830 – a difference of \$29,230 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
- Six semesters (three years) of tuition and fees



38

MONTHS OF
FOOD



33

MONTHS OF
CHILD CARE



6

SEMESTERS OF
TUITION AND FEES
FOR A 4-YEAR
PUBLIC UNIVERSITY



22

MONTHS OF
RENT



18

MONTHS OF
EMPLOYER-BASED
HEALTH
INSURANCE
PREMIUMS

for a four-year public university, or the full cost of tuition and fees for a two-year college;⁴

- More than twenty-two months of rent;⁵ or
- Eighteen additional months of premiums for employer-based health insurance.⁶

Black Women and the Wage Gap

Black women are typically paid just 66 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a Black woman in the United States is \$40,450, while the median annual pay for a white, non-Hispanic man is \$60,830 – a difference of \$20,380 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:

- Twenty-six months of food;⁸
- Nearly 23 more months of child care;⁹
- Four semesters (two years) 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 16 months of rent;¹¹ or
- More than 12 additional months of premiums for employer-based health insurance.¹²



26
MONTHS OF
FOOD



23
MONTHS
OF
CHILD
CARE



4
SEMESTERS OF
TUITION AND
FEES FOR 4-
YEAR PUBLIC
UNIVERSITY



16
MONTHS OF
RENT



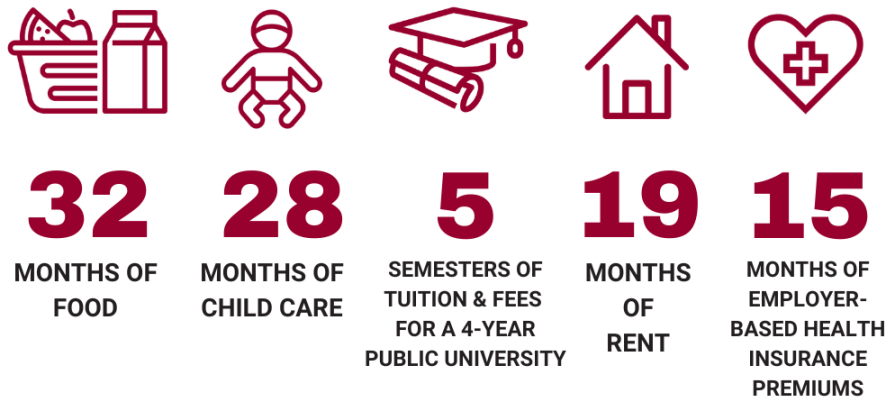
12
MONTHS OF
EMPLOYER-
BASED HEALTH
INSURANCE
PREMIUMS

Native American Women and the Wage Gap

Native American women are typically paid just 55 cents for every dollar paid to white, non-Hispanic men. The median annual pay for a Native American woman in the United States is \$30,584, and the annual median wage gap between a Native American woman and a white, non-Hispanic man is about \$25,275 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:

- More than 32 months of food;¹⁴
- More than 28 more months of child care;¹⁵

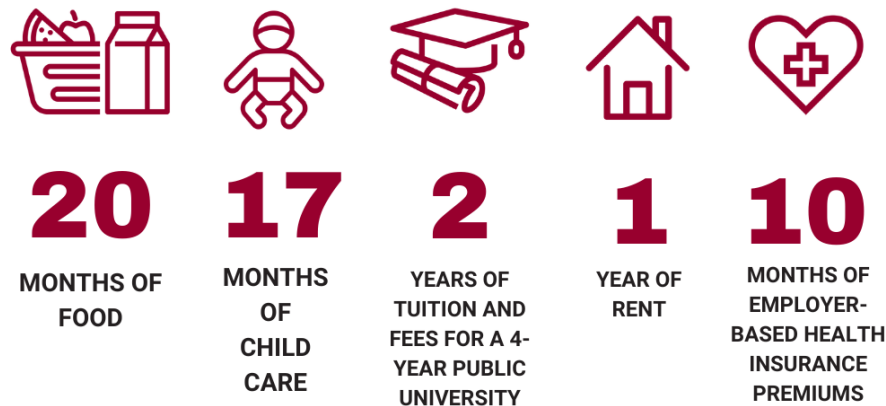
- Five semesters (nearly three years) of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;¹⁶
- More than 19 months of rent;¹⁷ or
- More than 15 additional months of premiums for employer-based health insurance.¹⁸



White Women and the Wage Gap

White, non-Hispanic women are typically paid just 74 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 \$45,190, while the median annual pay for a white, non-Hispanic man who holds a full-time, year-round job is \$60,830 – a difference of \$15,640 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:

- More than 20 months of food;²⁰
- More than 17 months of child care;²¹
- Nearly two years of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year college;²²
- More than a year of rent;²³ or
- Almost ten additional months of premiums for employer-based health insurance.²⁴



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:

- | | | | | | |
|--|---|---|--|---|---|
| |  |  |  |  |  |
| | 15 | 12 | 2 | 9 | 6 |
| | MONTHS OF FOOD | MONTHS OF CHILD CARE | SEMESTERS OF TUITION & FEES FOR A 4-YEAR PUBLIC UNIVERSITY | MONTHS OF RENT | MONTHS OF EMPLOYER- BASED HEALTH INSURANCE PREMIUMS |
- 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 78 cents for every dollar paid to men. The median annual pay for a woman in the United States is \$41,320 while the median annual pay for a man is \$52,770 – a difference of \$11,450 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:

- Nearly 15 months of food;³²
- Almost 13 months of child care;³³
- More than two semesters (one year) 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 9 months of rent;³⁵ or
- Seven additional months of premiums for employer-based health insurance.³⁶



15

MONTHS OF
FOOD



13

MONTHS
OF
CHILD
CARE



2

SEMESTERS OF
TUITION AND
FEES FOR A
FOUR-YEAR
PUBLIC



9

MONTHS OF
RENT



7

MONTHS OF
EMPLOYER-
BASED HEALTH
INSURANCE
PREMIUMS

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

¹ U.S. Census Bureau. (2023). *Current Population Survey, Annual Social and Economic (ASEC) Supplement: Table PINC-05: Work Experience in 2022 – People 15 Years Old and Over by Total Money Earnings in 2022, Age, Race, Hispanic Origin, Sex, and Disability Status*. Retrieved 12 September 2023, 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 2022). For more information on including part-time and seasonal workers in the wage gap, see *Closing the Wage Gap for All Women Workers*, <https://nationalpartnership.org/wp-content/uploads/2023/02/closing-the-wage-gap-for-all.pdf>

² U.S. Bureau of Labor Statistics. (2023, September). *Consumer Expenditures – 2022*. Retrieved 6 September 2023, from <https://www.bls.gov/news.release/pdf/cesan.pdf> (Calculation uses overall average “food” cost.)

³ Child Care Aware of America. (2022). *Demanding Change: Repairing Our Child Care System*. Retrieved 14 September 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 with a 10.84% inflation adjustment to account for the rise in child care costs since 2020 (Inflation adjustment uses the Consumer Price Index data from the U.S. Bureau of Labor Statistics for Day care and preschool) for a total annual cost of \$10,768.

⁴ U.S. Department of Education, National Center for Education Statistics. (2023, July). *Digest of Education Statistics: 2022* (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 2021-22), Chapter 3. Retrieved 6 September 2023, from https://nces.ed.gov/programs/digest/d21/tables/dt21_330.10.asp (The average total annual cost of undergraduate tuition and required fees is \$9,596 for a four-year public college or university or \$3,564 for a two-year college.)

⁵ U.S. Census Bureau. (2023). *American Community Survey 1-Year Estimates 2022, Table DP04: Selected Housing Characteristics*. Retrieved 14 September 2023, from <https://data.census.gov/> (Calculation uses median gross rent, occupied units paying rent.)

⁶ Kaiser Family Foundation. (n.d.) *Average Annual Single Premium per Enrolled Employee For Employer-Based Health Insurance, 2022*. Retrieved 5 September 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.

¹³ U.S. Census Bureau. (2023). *American Community Survey 1-Year Estimates 2022, Tables B20017C and B20017H: Median Earnings in the Past 12 Months (in 2022 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 14 September 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 2022 in this source was \$55,859.

¹⁴ See note 2.

¹⁵ See note 3.

¹⁶ See note 4.

¹⁷ See note 5.

¹⁸ See note 6.

¹⁹ See note 1.

²⁰ See note 2.

²¹ See note 3.

²² See note 4.

²³ See note 5.

²⁴ See note 6.

²⁵ 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 2021 American Community Survey 1-year estimates, accessed via Steven Ruggles, Sarah Flood, Ronald Goeken, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 12.0. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>. White, non-Hispanic men made \$50,000 annually in 2021 in this source. Data for 2022 are not yet available.

²⁶ See note 2.

²⁷ See note 3.

²⁸ See note 4.

²⁹ See note 5.

³⁰ See note 6.

³¹ See note 1.

³² See note 2.

³³ See note 3.

³⁴ See note 4.

³⁵ See note 5.

³⁶ 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.

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