

Asian American, Native Hawaiian, and Pacific Islander Women Earn Less than White Men in All but One State

Wage Gaps and Earnings by State for All Workers and Full-Time Year-Round Workers

Research Highlights

- In 2022, Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women were paid just 92.7 cents per dollar earned by White men in spite of much higher levels of educational attainment, dropping to 80.1 cents when considering part-time work as well.
- In **Mississippi**, the state with the worst wage gap for all workers with earnings (including part-time and part-year workers), AANHPI women were paid just 51.3 cents for every dollar earned by White men. AANHPI women made less than White men in all states for which data are available for all workers with earnings.
- In only one state—**Delaware**—did AANHPI women's earnings exceed those of White men for full-time year-round workers, earning 101.2 cents per dollar earned by White men.
- In **California**, the state with the largest AANHPI population, women were paid just 79.0 cents per dollar earned by White men for full-time year-round workers.



Introduction

In 2022, the median annual earnings of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women for a year of full-time work were 92.7 percent of White¹ men's and just 80.1 percent when considering part-time and part-year workers as well.² This is despite the fact that Asian American women were 1.4 times as likely to hold at least a bachelors' degree than White men (57.1 and 40.6 percent, respectively, had at least a bachelor's degree).³ An earlier analysis of hourly earnings of AANHPI women and White men found that if AANHPI women were paid equally, their earnings should not just be equal but higher than White men's (at 1.08 percent).⁴ While AANHPI

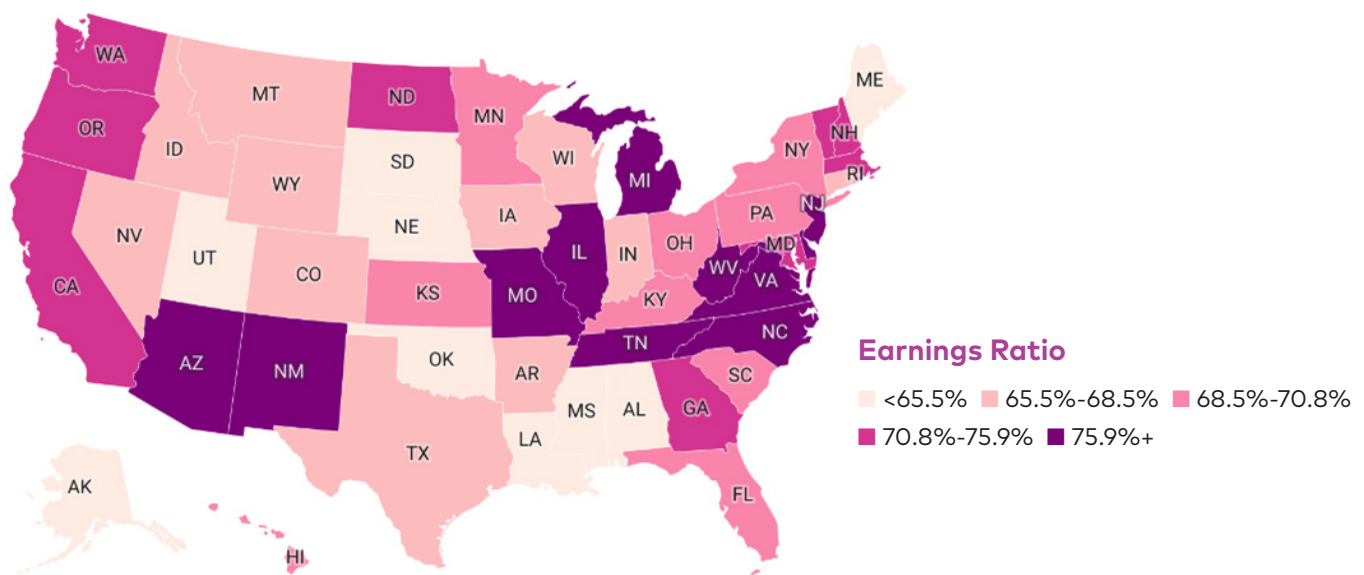
women had the highest median earnings for full-time year-round women of the largest racial and ethnic groups, this hides large differences in the labor market experiences for different ethnic groups of Asian American women.⁵ One indicator of the diverse economic experiences of these different groups is the much faster increase of economic inequality within this population than in other groups.⁶ The earnings of Burmese, Nepali, Bangladeshi, or Tongan American women were just barely half or less than the earnings of the highest-earnings groups of Taiwanese, Indian, and Chinese American women.⁷

Asian American, Native Hawaiian, and Pacific Islander Women Earned Less than White Men in All States

Whether they lived in a state with a high or a low AANHPI population, in each state with sufficient data to calculate earnings for all workers with earnings—whether they worked full-time year-round, part-time, or part-year—AANHPI women were paid less than White men (Table 1 and Map 1):

- **Mississippi** was the state with the largest wage gap between AANHPI women and White men. AANHPI women were paid barely half (51.3 percent) of each dollar paid to a White man.⁸
- In **California**, the state with the largest AANHPI population, AANHPI women only made 72.6 cents on the dollar compared to White men.
- With an earnings ratio of 95.8 percent (or 4.2 cents less on the dollar paid to White men), **Delaware** was the state with the smallest earnings gap between AANHPI women and White men.
- In the **District of Columbia**, the state with the highest earnings for both women and men, AANHPI women, on average, were paid \$28,166 less per year than White men with earnings, a gender earnings ratio of 74.4 percent.

Map 1. The Median Annual Earnings Ratio for AANHPI Women Compared to White Men for All with Earnings, by State



Source: IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

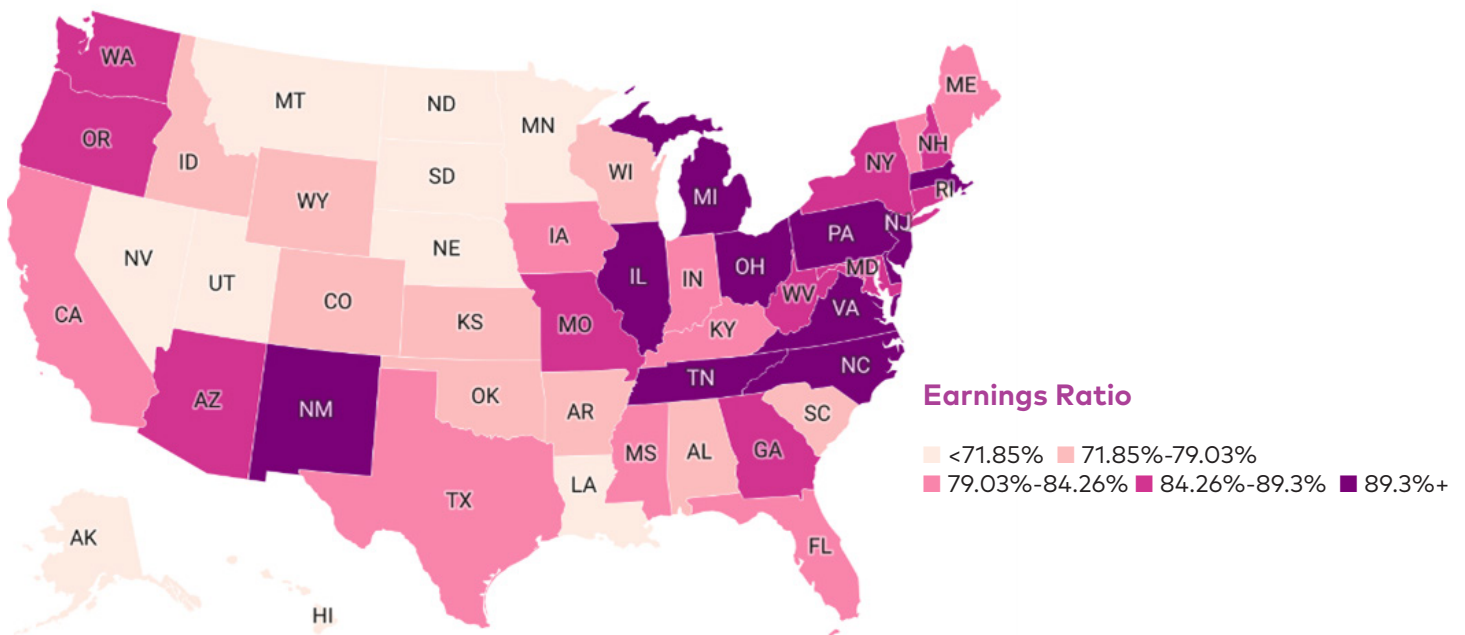
Notes: Workers 16 years and older. The median is the midpoint in the earnings distribution at which approximately half earn less and half earn more.

AANHPI Women Working Full-Time Year-Round Were Paid Less than White Men in All but One State

Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women working full-time year-round were paid less than White men in all but one of the 45 states for which data are available and the District of Columbia for full-time year-round workers (Table 2 and Map 2):

- **Alaska** was the state with the largest wage gap between AANHPI women and White men, with a gender earnings ratio of just 55.4 percent (a wage gap of 44.6 percent).
- **Delaware** was the only state where AANHPI women’s median annual earnings for full-time year-round work were slightly higher than those of White men. AANHPI women’s median earnings were \$68,893 and White men’s \$68,097, a gender earnings ratio of 101.2 percent.
- In **California**, the state with the largest AANHPI population, AANHPI women working full-time year-round only made 79.0 cents on the dollar compared to White men (a wage gap of 21.0 percent).
- In the **District of Columbia**, the state with the highest earnings for full-time year-round workers, AANHPI women’s median annual earnings were \$23,475 less than White men’s, a gender earnings ratio of 81.1 percent.

Map 2. The Median Annual Earnings Ratio for AANHPI Women Compared to White Men for Full-Time Year-Round Workers, by State



Source: IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018-2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

Notes: Workers 16 years and older. Full-time year-round workers are those working at least 35 hours per week for at least 50 weeks per year. The median is the midpoint in the earnings distribution at which approximately half earn less and half earn more.

A Majority of AANHPI Women in Each State Worked Full-Time Year-Round, but They Were Less Likely to Do So than White Men

Nationally, a substantial majority of AANHPI women worked full-time year-round, 63.8 percent (Table 3). Likewise, in every one of the 49 states with sufficient data and in the District of Columbia, the majority of AANHPI women worked full-time year-round, ranging from 50.3 percent of women with earnings in Vermont to 73.9 percent in the District of Columbia (Table 3). Yet, nationally and in every state, White men were more likely to work full-time year-round than AANHPI women. Alabama exhibits the greatest gap in full-time year-round employment between AANHPI women (55.6 percent) and White men (76.2 percent), with a 20.6 percentage point difference. At the other end of the spectrum, West Virginia had the lowest difference of just 2.8 percentage points between AANHPI women's full-time year-round rate of 68.8 percent and White men's of 71.6 percent.

These differences reflect deep inequality in family care work. On average, AANHPI women spend 1.7 times as many hours on unpaid household and care work than AANHPI men and 1.6 times as much as White men.⁹ This unequal division of family work makes it much harder to work full-time year-round for women.

The Reasons behind AANHPI Women's Lower Earnings

Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women's lower earnings are due to a number of factors, including discrimination, lack of work-family benefits, harassment, and stereotyping. Asian American women as a group are very diverse; while these factors affect the earnings and well-being of many AANHPI women, they can be particularly pernicious for those working in low-paid jobs.

- **Discrimination and bias:** The number of AANHPI women who are in management or hold CEO positions is much lower than expected from their share of the population.¹⁰ This underrepresentation is especially strong in the largest corporations¹¹ and is particularly stark given Asian American women's disproportionately high share of professional jobs.¹² ¹³ Asian American women professional workers report high levels of bias and stereotyping that limit their opportunities to rise to management positions.¹⁴
- **Low job quality in service sector jobs and lack of work-family benefits:** Asian American women are overrepresented in low-wage service industry occupations, such as beauty technicians, that offer poor working conditions with unreliable job schedules and low minimum wage rates.¹⁵ Such jobs are also particularly unlikely to provide benefits such as paid family leave, paid sick time, health care insurance, or retirement contributions.
- **Workplace harassment:** Anti-Asian hate crime incidents skyrocketed during the COVID-19 pandemic,¹⁶ impacting the economic security of many Asian American workers. On top of that, Asian American women are more likely to experience sexual harassment at work but are less likely to report it than White women. Those working in low-wage jobs are particularly vulnerable to sexual harassment and violence at work.¹⁷
- **Immigration status:** Asians were the fastest-growing population group in the United States between 2000 and 2019¹⁸ and almost six in ten (57 percent) are foreign-born.¹⁹ An earlier research study found that, compared to White women with similar educational backgrounds, college-educated immigrant Asian women had lower earnings, were more likely to be

unemployed, and had lower managerial responsibility.²⁰ More than four in ten Asian immigrant workers, including half of those living in lower-income households, reported experiencing discrimination in employment in a recent survey.²¹

- **Child and elder care responsibilities:** The caregiving gap affects women of all races and ethnicities.²² AANHPI women are particularly likely to be involved in the care of their elders.²³ Women, including Asian American women, are more likely than men to reduce their time in paid work when faced with family care needs.²⁴ Cutting back time in paid work reduces earnings immediately but also suppresses earnings and retirement income over a lifetime.²⁵
- **Stereotyping:** The model minority refers to the (harmful) belief that Asian Americans face less discrimination in employment than other racial and ethnic groups. Such labeling reinforces stereotypical notions that Asian Americans do not experience racism in the workplace and are financially prosperous and, therefore, in no need of public assistance programs. For these women, this stereotype is particularly problematic in that it masks disparities in earnings and poverty rates among different ethnic groups, as well as Asian American women's disproportionate representation in the low-wage sector.²⁶

AANHPI women's earnings matter to their and their families' economic security. In 2022, 7.3 percent of Asian American and 13.6 percent of Native Hawaiian and Pacific Islander families lived below the federal poverty line (compared to 5.9 percent of White families). Female-headed households without a spouse present show dramatically higher poverty levels, with 14.6 percent of Asian American and 23.8 percent of Native Hawaiian and Pacific Islander families living in poverty (compared to 18.7 percent of White female-headed households).²⁷

Equity Focused Policies Are Needed to Achieve Pay Equity and Economic Security for All AANHPI Women

AANHPI women face wage gaps in every single state. No single fact accounts for AANHPI women's lower earnings. Tackling the gender wage gap requires comprehensive policies that address discrimination, improve job quality, including universal access to health care, paid family leave, and earned sick days, and ensure all who need it have access to quality and affordable child and elder care. Such policies will uplift Asian American, Native Hawaiian, and Pacific Islander women and all of society.

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Table 1. Median Annual Earnings of AANHPI Women and White Non-Hispanic Men: All Workers, Aged 16 and Older

State*	AANHPI women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$27,422	\$51,331	\$23,909	53.4%	47
Alaska	\$32,861	\$63,152	\$30,291	52.0%	48
Arizona	\$41,075	\$54,046	\$12,971	76.0%	10
Arkansas	\$29,688	\$45,326	\$15,638	65.5%	41
California	\$51,670	\$71,189	\$19,519	72.6%	18
Colorado	\$40,000	\$60,000	\$20,000	66.7%	39
Connecticut	\$45,929	\$67,988	\$22,059	67.6%	37
Delaware	\$51,776	\$54,046	\$2,270	95.8%	1
District of Columbia	\$81,834	\$110,000	\$28,166	74.4%	14
Florida	\$34,901	\$50,522	\$15,621	69.1%	29
Georgia	\$39,280	\$55,114	\$15,834	71.3%	20
Hawaii	\$40,000	\$57,411	\$17,411	69.7%	27
Idaho	\$31,346	\$45,929	\$14,583	68.2%	32
Illinois	\$48,000	\$60,000	\$12,000	80.0%	6
Indiana	\$33,994	\$50,000	\$16,006	68.0%	34
Iowa	\$33,994	\$50,000	\$16,006	68.0%	34
Kansas	\$35,130	\$50,000	\$14,870	70.3%	23
Kentucky	\$32,427	\$45,929	\$13,502	70.6%	22
Louisiana	\$29,185	\$56,207	\$27,022	51.9%	49
Maine	\$28,057	\$45,929	\$17,872	61.1%	44
Maryland	\$52,124	\$71,340	\$19,216	73.1%	17
Massachusetts	\$50,991	\$68,893	\$17,902	74.0%	15
Michigan	\$38,579	\$50,522	\$11,943	76.4%	9
Minnesota	\$39,748	\$57,288	\$17,540	69.4%	28
Mississippi	\$24,929	\$48,641	\$23,712	51.3%	50
Missouri	\$36,211	\$47,698	\$11,487	75.9%	11
Montana	\$28,705	\$42,943	\$14,238	66.8%	38
Nebraska	\$32,427	\$50,991	\$18,564	63.6%	42
Nevada	\$37,734	\$55,637	\$17,903	67.8%	36
New Hampshire	\$43,236	\$58,000	\$14,764	74.5%	13
New Jersey	\$60,000	\$72,000	\$12,000	83.3%	3
New Mexico	\$40,188	\$50,000	\$9,812	80.4%	4
New York	\$43,632	\$62,323	\$18,691	70.0%	24
North Carolina	\$40,000	\$51,000	\$11,000	78.4%	8
North Dakota	\$36,743	\$51,884	\$15,141	70.8%	21
Ohio	\$35,072	\$50,270	\$15,198	69.8%	26
Oklahoma	\$28,705	\$48,641	\$19,936	59.0%	46
Oregon	\$37,994	\$51,884	\$13,890	73.2%	16
Pennsylvania	\$37,832	\$54,046	\$16,214	70.0%	24

Table 1. Median Annual Earnings of AANHPI Women and White Non-Hispanic Men: All Workers, Aged 16 and Older

State*	AANHPI women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Rhode Island	\$39,613	\$57,790	\$18,177	68.5%	31
South Carolina	\$35,072	\$50,991	\$15,919	68.8%	30
South Dakota	\$27,902	\$46,178	\$18,276	60.4%	45
Tennessee	\$37,832	\$47,592	\$9,760	79.5%	7
Texas	\$43,236	\$63,456	\$20,220	68.1%	33
Utah	\$33,994	\$55,000	\$21,006	61.8%	43
Vermont	\$32,427	\$45,326	\$12,899	71.5%	19
Virginia	\$49,722	\$62,000	\$12,278	80.2%	5
Washington	\$48,000	\$64,300	\$16,300	74.7%	12
West Virginia	\$40,000	\$44,000	\$ 4,000	90.9%	2
Wisconsin	\$35,072	\$52,608	\$17,536	66.7%	39
All 2018–2022	\$45,000	\$56,207	\$11,207	80.1%	n/a

Source: IWPR analysis of 2018–2022 American Community Survey as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018-2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

Notes: *Sample of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women too small for statistical analysis in the state of Wyoming.

Table 2. Median Annual Earnings of AANHPI Women and White Non-Hispanic Men: Full-Time Year-Round Workers, Aged 16 and Older

State*	AANHPI women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$45,929	\$61,612	\$15,683	74.5%	37
Alaska	\$42,086	\$75,989	\$33,903	55.4%	46
Arizona	\$58,453	\$68,893	\$10,440	84.8%	20
Arkansas	\$42,000	\$54,946	\$12,946	76.4%	34
California	\$73,502	\$93,000	\$19,498	79.0%	30
Colorado	\$57,000	\$75,664	\$18,664	75.3%	36
Connecticut	\$75,664	\$86,116	\$10,452	87.9%	14
Delaware	\$68,893	\$68,097	\$796	101.2%	1
District of Columbia	\$100,525	\$124,000	\$23,475	81.1%	24
Florida	\$50,000	\$63,000	\$13,000	79.4%	27
Georgia	\$57,284	\$67,988	\$10,704	84.3%	21
Hawaii	\$50,085	\$70,144	\$20,059	71.4%	40
Idaho	\$43,059	\$58,453	\$15,394	73.7%	38
Illinois	\$70,144	\$75,000	\$4,856	93.5%	5
Indiana	\$48,641	\$60,000	\$11,359	81.1%	24
Iowa	\$47,592	\$60,000	\$12,408	79.3%	29
Kansas	\$46,762	\$61,960	\$15,198	75.5%	35
Kentucky	\$45,929	\$56,657	\$10,728	81.1%	24
Louisiana	\$47,931	\$67,988	\$20,057	70.5%	42
Maine	\$47,592	\$57,411	\$9,819	82.9%	23
Maryland	\$76,931	\$87,679	\$10,748	87.7%	15
Massachusetts	\$79,496	\$86,473	\$6,977	91.9%	9
Michigan	\$63,152	\$64,855	\$1,703	97.4%	2
Minnesota	\$49,722	\$70,144	\$20,422	70.9%	41
Mississippi	\$45,593	\$57,411	\$11,818	79.4%	27
Missouri	\$52,124	\$58,453	\$6,329	89.2%	12
Nebraska	\$41,600	\$61,190	\$19,590	68.0%	43
Nevada	\$47,077	\$70,000	\$22,923	67.3%	44
New Hampshire	\$63,152	\$72,482	\$9,330	87.1%	17
New Jersey	\$84,311	\$90,651	\$6,340	93.0%	7
New Mexico	\$61,000	\$65,467	\$4,467	93.2%	6
New York	\$70,000	\$80,375	\$10,375	87.1%	17
North Carolina	\$58,453	\$62,323	\$3,870	93.8%	4
Ohio	\$56,000	\$62,323	\$6,323	89.9%	10
Oklahoma	\$42,000	\$58,453	\$16,453	71.9%	39
Oregon	\$58,369	\$67,988	\$9,619	85.9%	19
Pennsylvania	\$62,323	\$67,017	\$4,694	93.0%	7
Rhode Island	\$54,046	\$70,259	\$16,213	76.9%	33
South Carolina	\$47,230	\$61,190	\$13,960	77.2%	32
Tennessee	\$52,124	\$58,369	\$6,245	89.3%	11

Table 2. Median Annual Earnings of AANHPI Women and White Non-Hispanic Men: Full-Time Year-Round Workers, Aged 16 and Older

State*	AANHPI women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Texas	\$63,456	\$75,989	\$12,533	83.5%	22
Utah	\$44,424	\$70,000	\$25,576	63.5%	45
Virginia	\$71,340	\$75,920	\$4,580	94.0%	3
Washington	\$70,000	\$80,000	\$10,000	87.5%	16
West Virginia	\$47,592	\$54,046	\$6,454	88.1%	13
Wisconsin	\$49,858	\$64,000	\$14,142	77.9%	31
All 2018–2022	\$64,855	\$70,000	\$5,145	92.7%	n/a

Source: IWPR analysis of 2018–2022 American Community Survey as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018-2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

Notes: Full-time is at least 35 hours per week; full-year is at least 50 weeks per year.

*Sample of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women too small for statistical analysis in the following states: Montana, North Dakota, South Dakota, Vermont, and Wyoming.

Table 3. Full-Time Year-Round (FTYR) Workers as Percent of All Workers with Earnings for AANHPI Women and White Non-Hispanic Men, by State

State*	% of AANHPI women working FTYR	% of White men working FTYR	Percentage point difference	Rank of difference in FTYR work
Alabama	55.6%	76.2%	20.6	50
Alaska	62.9%	69.5%	6.6	7
Arizona	64.9%	71.4%	6.4	6
Arkansas	61.6%	74.4%	12.8	42
California	64.3%	70.9%	6.6	7
Colorado	60.5%	72.4%	11.9	39
Connecticut	61.2%	71.0%	9.7	21
Delaware	67.7%	71.3%	3.6	2
District of Columbia	73.9%	80.9%	7.0	10
Florida	62.8%	72.1%	9.4	20
Georgia	64.9%	75.0%	10.0	27
Hawaii	66.6%	74.4%	7.8	11
Idaho	59.2%	68.9%	9.7	21
Illinois	64.4%	73.0%	8.5	15
Indiana	57.9%	72.7%	14.7	44
Iowa	61.4%	71.3%	9.9	24
Kansas	61.2%	72.8%	11.6	37
Kentucky	60.2%	72.0%	11.8	38
Louisiana	56.5%	74.4%	17.9	48
Maine	53.7%	69.1%	15.4	45
Maryland	66.0%	76.0%	10.0	27
Massachusetts	62.7%	71.1%	8.3	14
Michigan	58.2%	69.0%	10.8	31
Minnesota	64.5%	70.5%	5.9	5
Mississippi	56.8%	75.5%	18.7	49
Missouri	64.8%	72.7%	7.9	12
Montana	53.9%	66.0%	12.1	40
Nebraska	64.7%	73.8%	9.1	18
Nevada	65.9%	70.6%	4.7	3
New Hampshire	63.3%	71.8%	8.5	15
New Jersey	66.9%	72.4%	5.5	4
New Mexico	57.8%	70.5%	12.7	41
New York	61.6%	70.8%	9.2	19
North Carolina	64.2%	74.5%	10.4	30
North Dakota	55.0%	71.1%	16.1	47
Ohio	60.5%	72.0%	11.5	36
Oklahoma	61.6%	74.4%	12.8	42

Table 3. Full-Time Year-Round (FTYR) Workers as Percent of All Workers with Earnings for AANHPI Women and White Non-Hispanic Men, by State

State*	% of AANHPI women working FTYR	% of White men working FTYR	Percentage point difference	Rank of difference in FTYR work
Oregon	58.1%	68.4%	10.3	29
Pennsylvania	62.3%	72.1%	9.8	23
Rhode Island	62.2%	71.1%	8.9	17
South Carolina	67.3%	73.9%	6.6	7
South Dakota	61.5%	72.9%	11.4	34
Tennessee	63.1%	73.9%	10.8	31
Texas	65.9%	75.9%	9.9	24
Utah	60.3%	71.7%	11.4	34
Vermont	50.3%	65.9%	15.6	46
Virginia	66.3%	76.1%	9.9	24
Washington	63.5%	71.4%	8.0	13
West Virginia	68.8%	71.6%	2.8	1
Wisconsin	60.6%	71.9%	11.2	33
All 2018–2022	63.8%	72.4%	8.6	n/a

Source: IWPR analysis of 2018–2022 American Community Survey as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018-2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

Notes: Full-time (FT) is at least 35 hours per week; year-round (YR) is at least 50 weeks per year.

*Sample of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women too small for statistical analysis in the state of Wyoming.

ENDNOTES

¹ In this fact sheet, White men and women are defined as White non-Hispanic or Latino/a.

² All earnings data are median annual data; the median is the midpoint in the earnings distribution at which half earn less and half earn more.

³ IWPR calculation for 'Asian women alone' based on "Educational Attainment in the United States: 2022," U.S. Census Bureau, February 2023, <https://www.census.gov/data/tables/2022/demo/educational-attainment/cps-detailed-tables.html>. In 2019, including all AANHPI women, 52.9 percent held at least a BA ("Examining Educational, Workforce, and Earning Divides in the Asian American and Pacific Islander Community," New American Economy, May 13, 2021, <https://research.newamericaneconomy.org/report/aapi-examine-educational-workforce-earning-divides/>). Educational attainment varies substantially between different groups of AANHPI women, from 19.1% of Native Hawaiian and Other Pacific Islander women to 72.7% Asian Indian women with at least a bachelor's degree in 2019 (see Hari Chon and Gretchen Livingston, "The Diverse Experiences of AANHPI Women at Work," *U.S. Department of Labor Blog*, May 21, 2021, <https://blog.dol.gov/2021/05/21/the-diverse-experiences-of-aanhpi-women-at-work>)

⁴ Kate Bahn and Carmen Sanchez Cumming, "The intersectional wage divides faced by Asian American, Native Hawaiian, and Pacific Islander women in the United States" Issue Brief: Labor (Washington, DC: Washington Center for Equitable Growth, 2021), <https://equitablegrowth.org/wp-content/uploads/2021/05/05XX21-AANHPI-wage-gap-ib.pdf>.

⁵ Jasmine Tucker and Sarah Javaid, "Some Asian American, Native Hawaiian, and Pacific Islander Women Lose Over \$1 Million Over a Lifetime to the Racist and Sexist Wage Gap," (Washington, DC: National Women's Law Center, March 2023), <https://nwlc.org/wp-content/uploads/2023/03/AANHPI-Wage-Gap-3.28.23.pdf>.

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OUR MISSION

We win economic equity for all women and eliminate barriers to their full participation in society. As a leading national think tank, we build evidence to shape policies that grow women's power and influence, close inequality gaps, and improve the economic well-being of families.

