

BLACK WOMEN'S EQUAL PAY

Waiting Another
Century is Not
an Option.



INSTITUTE
FOR WOMEN'S
POLICY
RESEARCH



EQUAL PAY TODAY!
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Black Women and the Gender Pay Gap

Nationally

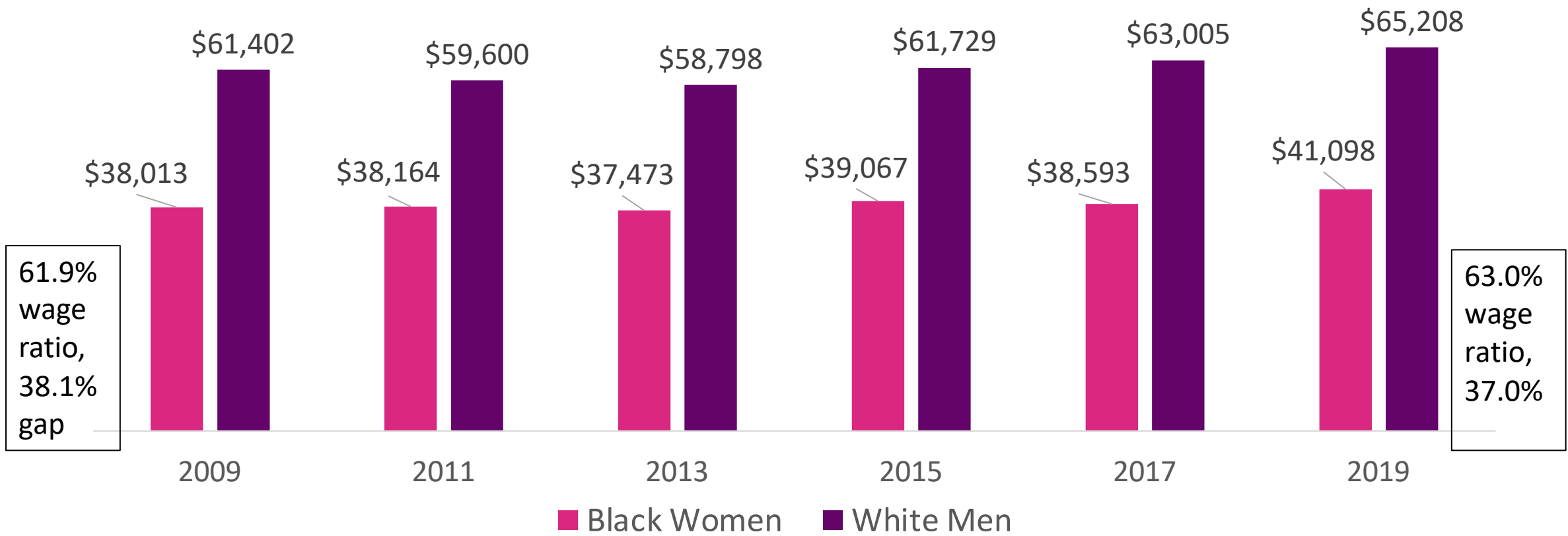
The Impact of a College Education

In Professional Jobs and Low-wage Jobs

Best and Worst States

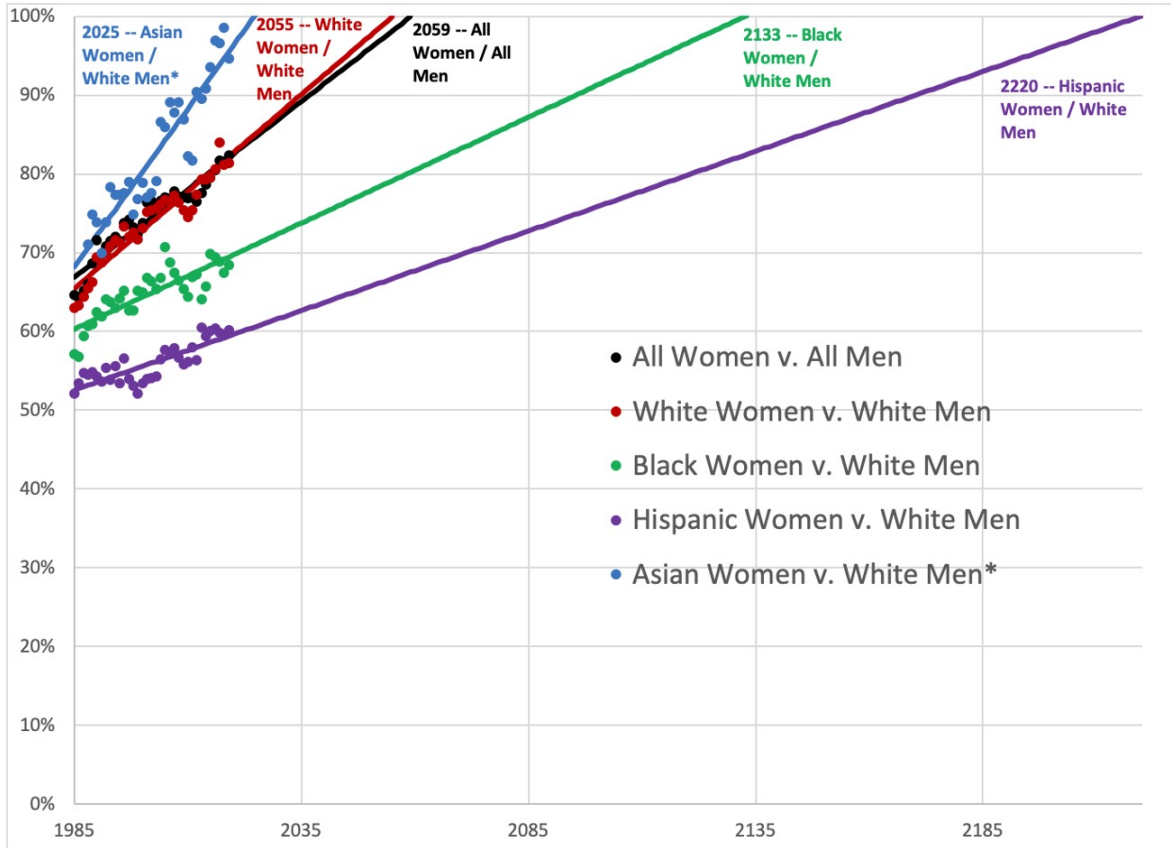
What it all Means for Black Women and their Families

Black Women are Paid 63 cents for Every Dollar Paid to White Men with Little Change over the Last Decade



IWPR analysis of U.S. Census Bureau Data, Table P38: Full-Time Year-Round Workers aged 15 and older by Median Earnings and Sex

**It Will Take More
than 100 Years—
Until 2133—for
Black Women to
Reach Pay Equity
with White Men**



Education Lifts Everyone's Wages but Doesn't Close the Pay Gap

Median Wage and Salary Income for FTYR Workers Aged 25-64 by Race and Sex, 2019

	Black Women	White Men	Wage Ratio	Wage Gap
Less than High School	\$25,000	\$40,000	63%	37%
High School/GED	\$30,000	\$49,000	61%	39%
Some College	\$35,000	\$57,000	61%	39%
Bachelor's Degree	\$50,000	\$80,000	63%	37%
Graduate Degree	\$65,000	\$105,000	62%	38%

Black Women Over-Represented in Low-Paying Service Jobs

Select Broad Occupational Groups and Median Earnings for ALL Full-Time Workers	Black Women	White men
Management, business, and financial operations (\$1,461)	16.1%	21.5%
Service occupations (\$621)	21.6%	9.0%
Sales and related occupations (\$880)	7.0%	9.2%
Office and administrative support occupations (\$781)	18.1%	9.2%
Natural resources, construction, and maintenance occupations (\$905)	0.7%	15.5%

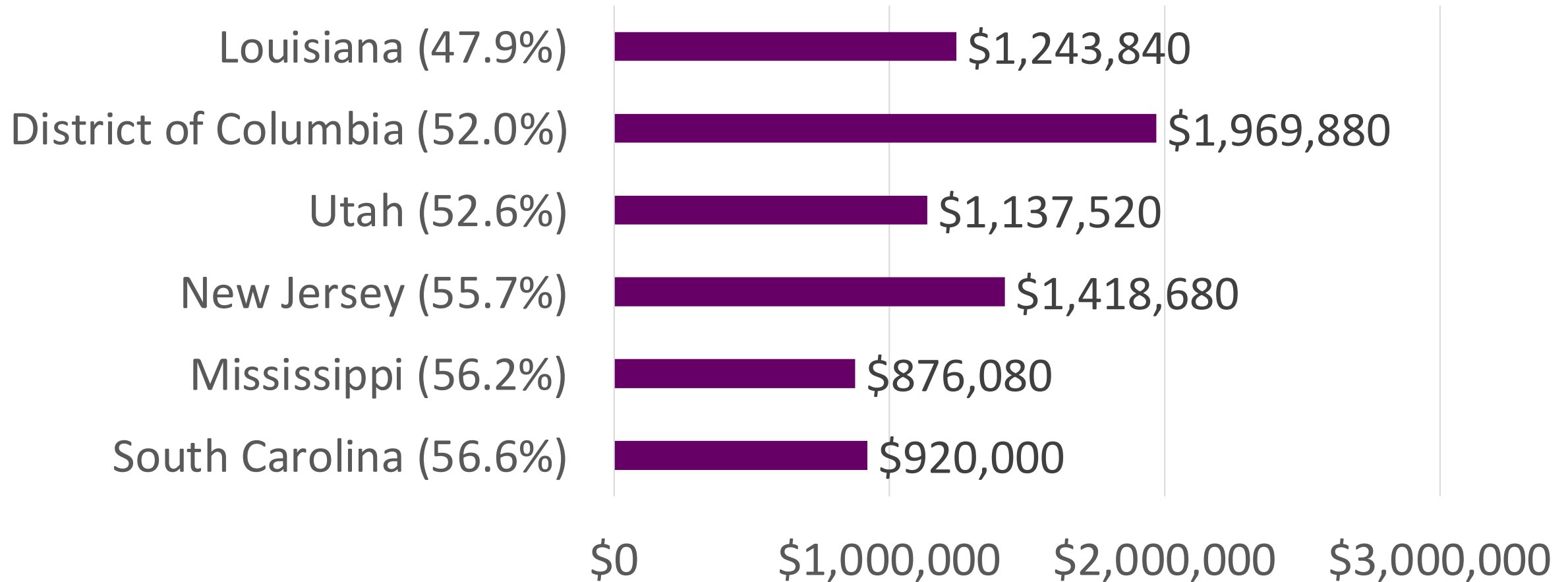
See Ariane Hegewisch and Eve Mefferd, 2021, The Gender Wage Gap by Occupation, Race, and Ethnicity, 2020 for share of Black women and White men in each broad occupation. See BLS CPS Table 39 for median earnings for all workers in the occupation.

Black Women's Weekly Earnings are Lower Across Broad Occupations

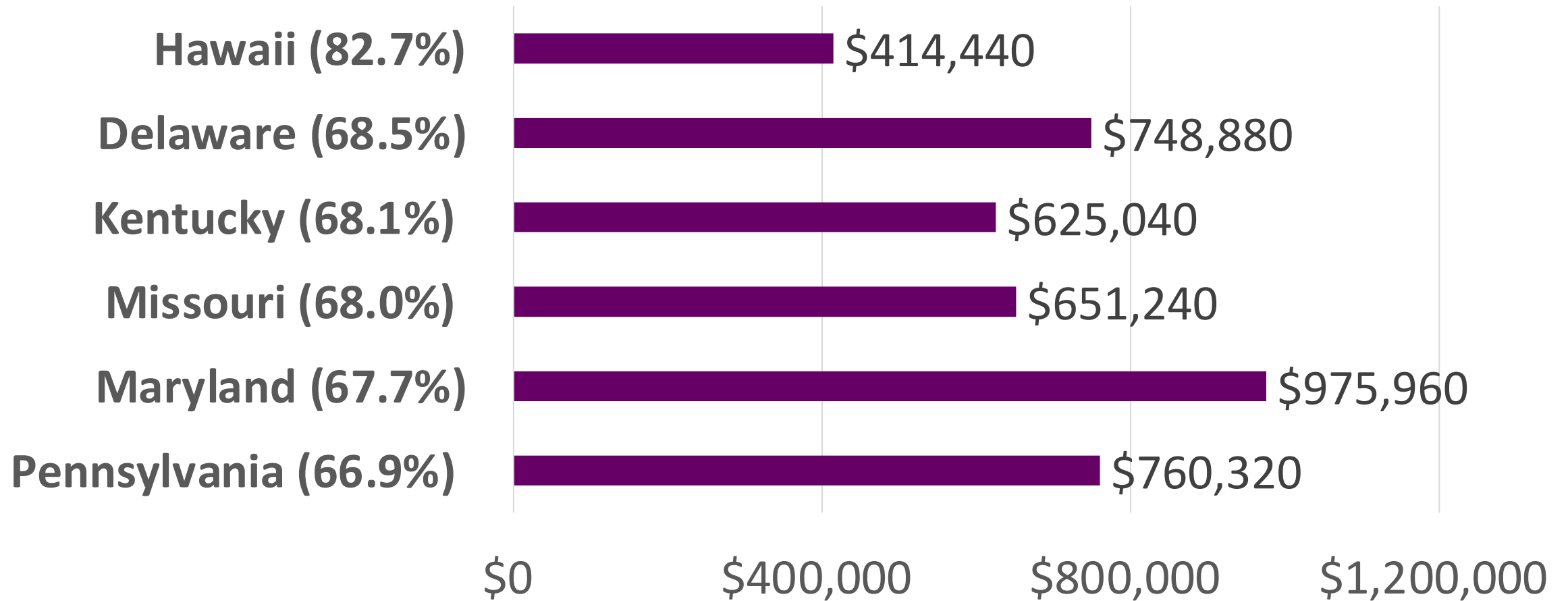
Select Broad Occupational Groups	Black Women	White Men	Earnings Gap
All Occupations	\$764	\$1,201	\$437
Management, business, and financial operations	\$1,191	\$1,761	\$570
Service occupations	\$551	\$797	\$246
Office and administrative support occupations	\$721	\$923	\$202
Sales and related occupations	\$618	\$1,167	\$549
Natural resources, construction, and maintenance occupations	\$603	\$1,007	\$404

See Ariane Hegewisch and Eve Mefferd, 2021, The Gender Wage Gap by Occupation, Race, and Ethnicity, 2020.

What Black Women Lose to the Wage Gap over a 40-year Career



Black Women's Losses in 6 States with the Smallest Wage Gap



What Does Black Women's Equal Pay Day Really Mean?

- High rates of poverty
- Intergenerational Impacts
 - Less money to buy food,
 - to live in a neighborhood with a good school
 - To pay for their kid's college
- Reduces the ability to build Wealth
 - Reduced ability to buy a home
 - Less savings
 - Fewer Resources for retirement
- Less ability to weather economic downturns

Read the Full Brief:
Shortchanged and Underpaid: Black Women and the Pay Gap

<https://iwpr.org/iwpr-publications/fact-sheet/shortchanged-and-underpaid-black-women-and-the-pay-gap/>

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