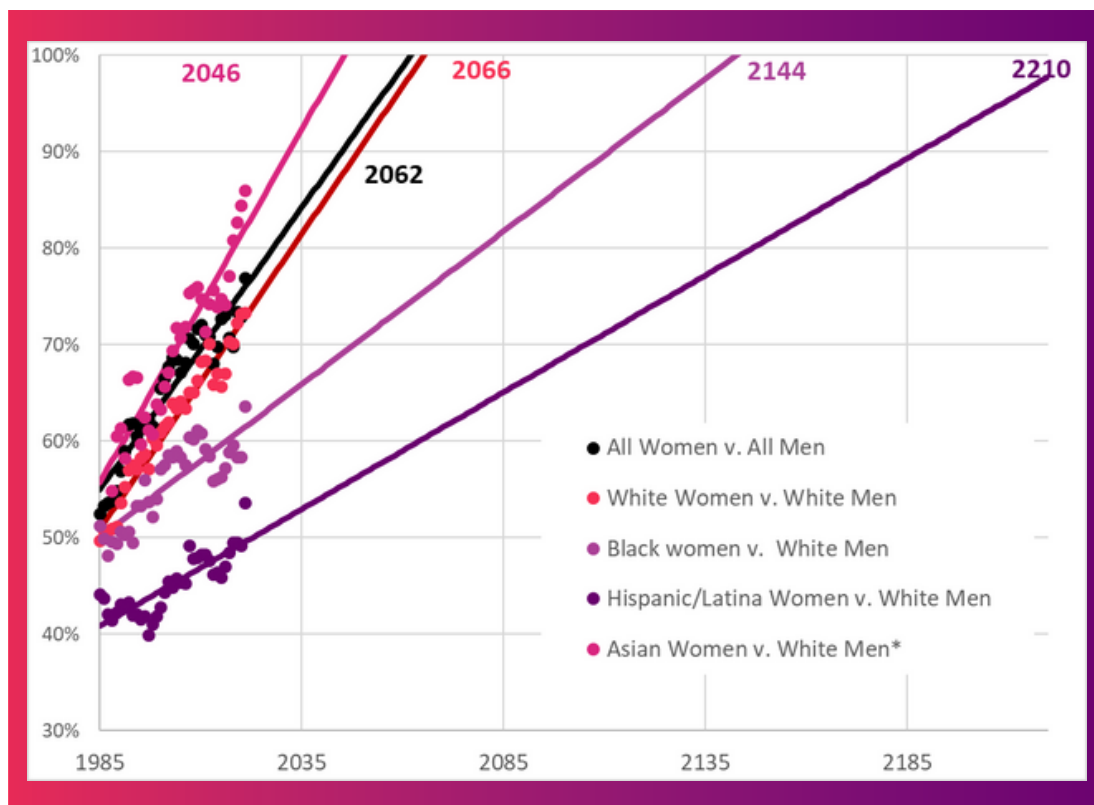


The Gender Pay Gap, 1985 to 2021—with Forecast for Achieving Pay Equity, by Race and Ethnicity

If progress continues at the same rate as it has since 1985, it will take until almost another 200 years – until 2210 – for Hispanic or Latina women to reach pay equity with White men, and for Black women it will take over 100 years – until 2144. For White women, it will take another 44 years, until 2066; for Asian women it will take another 24 years, and for all women with earnings compared to all men, it will take another 40 years.



NOTES: Projections are based on the median annual earnings ratio of all women and men with earnings from 1985 to 2021. Projections for Asian, Black, Hispanic or Latina, and White women are based on the median earnings ratio for each group relative to White men's median annual earnings. Earnings data for Asian women are only published from 1988; data are for Asian and Pacific Islander from 1988 to 2001, and for Asian alone from 2002. The definitions of racial/ethnic groups have changed over time; for more, see <https://www.census.gov/library/visualizations/interactive/decennial-census-measurement-of-race-and-ethnicity-across-the-decades-1790-2020.html>.

SOURCE: IWPR analysis of data from P-41 Historical Income Tables, U.S. Census Bureau, Current Population Survey, Annual Social and Economic Supplements. < <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-people.html>> (accessed September 16, 2022).