

Black Women Earn Less than White Men in Every State* and Won't Reach Pay Equity with White Men Nationally until 2144

RESEARCH HIGHLIGHTS

- Black women were paid substantially less than White men in each state* whether they worked full-time year-round or whether all earnings (full-time, part-time, full-year and part-year) are included.
- Nationally, among all workers Black women were paid just 63.7 cents for every dollar earned by White men, and among full-time year-round workers, just 67.2 cents on the dollar.
- Pay disparities vary strongly by state. The median annual earnings ratio for all Black women and White men with earnings ranged from just 43.3 cents on the dollar earned by White men in Louisiana to 71.7 cents on the dollar in Hawaii.
- When considering just full-time year-round workers, the pay disparity ranges from 48.7 cents on the dollar in Louisiana, to 82.1 cents in Hawaii.
- In the District of Columbia, the state with the largest absolute gap in earnings, Black women working full-time year-round earned \$53,394 less than White men in just one year, rising to \$56,039 less when all Black women and White men with earnings are compared.



The COVID-19 pandemic and related recession both highlighted and exacerbated the persistent racial and gendered economic inequalities that Black women face in the labor market. Whether they worked full-time, part-time, year-round, or part-year, Black women were paid substantially less than White

*Here, all states refers to 45 states (including the District of Columbia) with sample sizes large enough to calculate the median annual earnings of all Black women with earnings, and 42 states (including DC) with a sample sufficient to calculate full-time year-round median annual earnings.

men. In 2021, nationally Black women's national median annual earnings were just 63.7 cents on the dollar earned by White men – a difference of \$20,702 in just one year; the earnings ratio for full-time year-round workers was 67.2 percent, reflecting an even higher median gap in absolute earnings of \$22,692.¹ Based on trends since the mid-1980s, it will take Black women until 2144 – well over 100 years – to reach pay equity with White men.²

This brief shows that Black women face a substantial gap in earnings with White men in each state; data are the most recent available based on the 2017-2021 American Community Survey.³

Black Women's Earnings are Lower than White Men's across all States

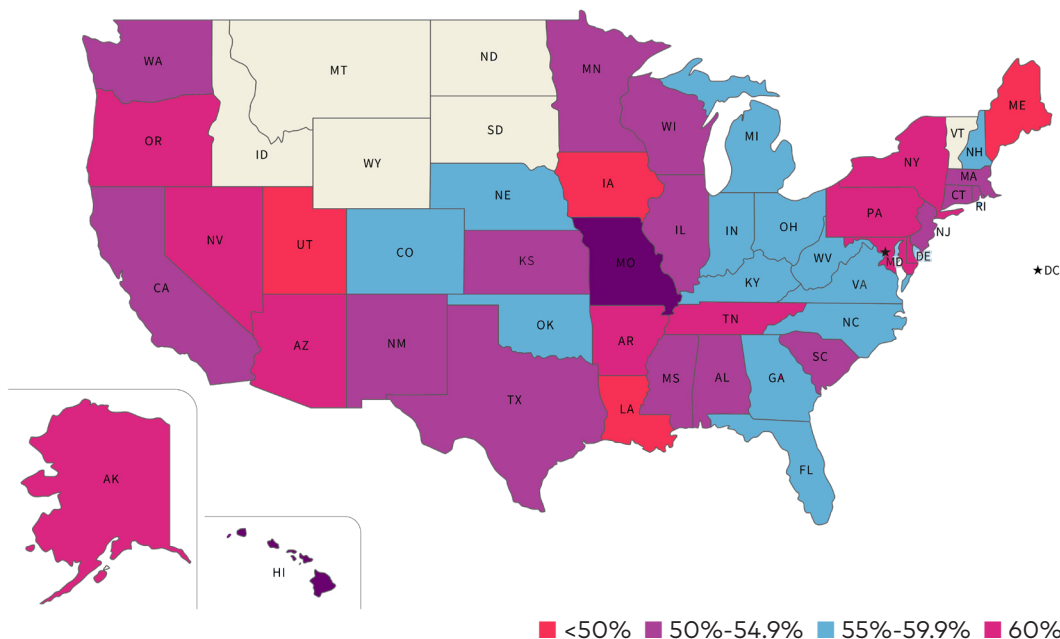
Black women's median annual earnings were less than White men's in every single state, whether they worked full-time year-round, worked part-year, and/or part-time, or whether states had higher or lower populations of Black women.

- Louisiana is the state with the worst median annual earnings ratio: among full-time year-round workers, Black women were paid just 48.7 cents on the dollar paid to White men (a gender racial wage gap of 51.3 percent); among all with earnings, they were paid just 43.3 cents on the dollar paid to White men (a gender racial wage gap of 56.7 percent).
- The District of Columbia is the state with the largest absolute gap in earnings. Black women working full-time year-round were paid \$53,394 less than White men, and among all with earnings, including full-time, part-time, and part-year workers, the gap in just one year was \$56,039.
- Hawaii is the only state in which Black women were paid at least 70 cents on the dollar for all workers with earnings, being paid 71.7 cents on the dollar when all with earnings, and rising to 82.1 cents on the dollar paid to White men for full-time year-round work.

In four states- Indiana, Louisiana, Maine, and Washington DC—the median annual earnings of all Black women workers were less than half of White men's; only one state- Hawaii—had median annual earnings for Black women that reached at least two thirds of White men's earnings (Map 1 and Appendix Table 1).

MAP 1. The Gender Racial Earnings Ratio for Black Women compared with White Men by State

All Workers with Earnings



Notes: Workers 16 years and older. Black alone includes Black Latinas; White alone, not Hispanic. For Idaho, Montana, North Dakota, South Dakota, Vermont, and Wyoming, sample sizes were insufficient for calculating median annual earnings.
Source: IWPR analysis of 2017- 2021 American Community Survey microdata (Integrated Public Use Microdata Series, Version 13.0).

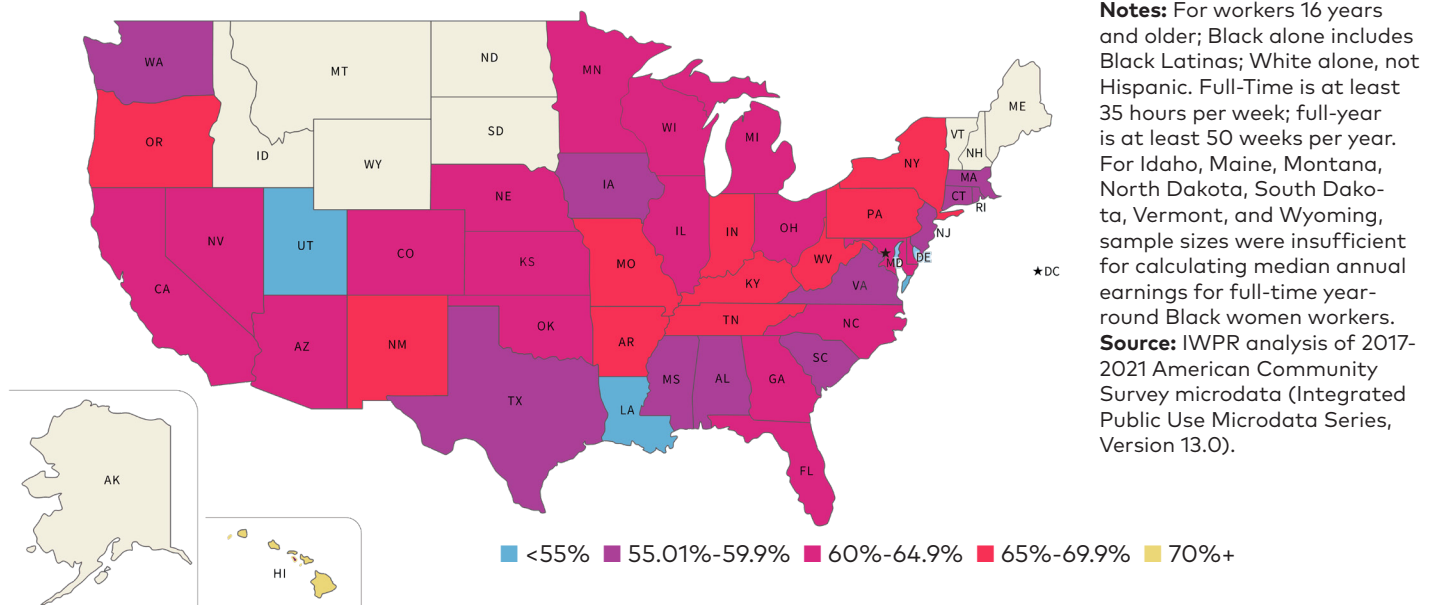
■ <50% ■ 50%-54.9% ■ 55%-59.9% ■ 60%-64.9% ■ 65%+

Women are less likely than men to work full-time year-round because they take on more unpaid family responsibilities than men and because female-dominated jobs are less likely to offer full-time year-round work than jobs employing primarily men.⁴ While Black women have higher rate of labor force participation and lower rates of part-time work than women of other racial or ethnic groups⁵, with the exception of Alaska, they are less likely to work full-time year-round than White men in all states (Appendix Table 3).

Yet, the gap in earnings is almost as severe for full-time year-round workers as it is for all workers with earnings. It ranges from a median full-time year-round earnings ratio of 48.7 percent in Louisiana to 82.1 percent in Hawaii. In all states apart from Hawaii, the earnings ratio is lower than 70 percent, and in thirteen states, it is lower than 60 percent (Map 2 and Appendix Table 2).

MAP 2: The Gender Racial Earnings Ratio for Black Women compared with White Men by State

Full-time Year-round Workers



The gap in earnings translates into thousands of dollars lost to Black women. In Louisiana, the state with the largest wage gap, the one-year gap in the earnings of full-time year-round workers means \$32,639 less per year for Black women and their families. Over the five-year period reflected in the survey data, this means \$163,195 less, just below the price of a typical family home in the state.⁶

The Reasons Behind Black Women's Lower Earnings

The gap in earnings between Black women and White men reflects numerous systemic inequalities, including discrimination in recruitment, hiring, pay, and promotions; the undervaluation of care work and the insufficient investment in a public care infrastructure; and a lack of well-developed employment rights.

Discrimination: Black women are more likely than others to experience discrimination in recruitment and hiring⁷ and promotions.⁸ Black women are also particularly likely to be the subject of sexual harassment⁹, bias, and disrespect at work¹⁰.

Concentration in undervalued care and service jobs: The economic impact of the COVID-19 pandemic highlighted the occupational segregation of Black women in service sector jobs, and their overrepresentation in both low-paid 'essential' care jobs and pandemic-related job losses.¹¹ In 2022, more than one in five Black women worked in Service occupations, and even in these low paid occupations, their weekly full-time pay was lower than men's, or White or Asian women's.¹²

Underrepresentation in good jobs in construction and manufacturing: Black women are severely underrepresented in good jobs in construction, manufacturing, and IT.¹³ Many of these jobs can be accessed without a four-year degree. As a result of federal investments in infrastructure, the clean economy, and national security, jobs in these sectors are growing.¹⁴

Child care and elder care crisis: Black women are more likely than other women to be single parents and sole breadwinners of their families¹⁵ and Black families have seen a particularly marked increase in family care-giving responsibilities.¹⁶ Unlike other parents, Black mothers' employment has failed to fully recover from the pandemic; Black mothers are less likely to have access to remote work, or to predictable work schedules.¹⁷ This can lead to a vicious circle of losing childcare because of work instability, and losing work- and seniority- because of child care instability.

Lack of access to work-family supports: Like many women, Black women lack access to paid leave, be this during pregnancy and maternity, for doctor's visits or their own health, or to look after family.¹⁸ Lack of access to paid leave harms the health of women and their families and can also disrupt employment continuity and reduce wage growth.¹⁹

Black Women Need Equity-Focused Policies to Address Low Pay and Achieve Equal Pay

Black women face profound economic inequity in every state. Lower earnings mean less opportunity to build wealth, prepare for emergencies, or save for the future. Black women entered the COVID-19 pandemic with fewer resources, and the disproportionate impact of the pandemic on their employment and unemployment has depleted their resources even further.²⁰

To tackle the gender racial wage gap and low earnings, Black women need better pay and benefits in the jobs where they are already working, including in the care sector, and better access to the good jobs where they are currently underrepresented, such as in construction trades and manufacturing.

Black women, and all women, need strengthened and updated equal pay laws, including a prohibition of using salary history in recruitment and selection, increased wage transparency, pay data collection, an increase in the minimum wage, abolition of the tipped minimum wage, and better rights to organize collectively through unions. More enforcement and technical assistance is needed to prevent harassment and discrimination, and ensure that all workplaces are welcoming workplaces. Black women, and all women and men, need statutory rights to paid leave and earned sick time, and investments in affordable and quality child care, adult, and eldercare.

Waiting another 100 years for pay equity is not an option.

This fact sheet was prepared by Ariane Hegewisch, Cristy Mendoza, Miranda Peterson, and David Castro. It was made possible with the support of the Kresge Foundation and the Robert Wood Johnson Foundation.

Appendix Table 1. Median Annual Earnings for Black Women and Non-Hispanic White Men: Anyone with Earnings, by State

State	Black women	White men	Earnings Gap Each Year	Earnings Ratio	Ranking of Earnings Ratio
Alabama	\$24,911	\$47,689	\$22,778	52.2%	36
Alaska	\$36,032	\$60,000	\$23,968	60.1%	12
Arizona	\$32,369	\$50,000	\$17,631	64.7%	3
Arkansas	\$25,895	\$41,868	\$15,973	61.8%	8
California	\$36,032	\$66,316	\$30,284	54.3%	27
Colorado	\$31,793	\$55,108	\$23,315	57.7%	20
Connecticut	\$32,400	\$62,802	\$30,402	51.6%	38
Delaware	\$31,401	\$50,000	\$18,599	62.8%	7
District of Columbia	\$43,961	\$100,000	\$56,039	44.0%	44
Florida	\$27,632	\$46,421	\$18,789	59.5%	13
Georgia	\$30,203	\$51,790	\$21,587	58.3%	16
Hawaii	\$38,684	\$53,948	\$15,264	71.7%	1
Illinois	\$29,935	\$55,263	\$25,328	54.2%	28
Indiana	\$26,974	\$46,692	\$19,718	57.8%	19
Iowa	\$23,000	\$46,421	\$23,421	49.5%	41
Kansas	\$25,000	\$46,421	\$21,421	53.9%	30
Kentucky	\$25,089	\$42,390	\$17,301	59.2%	14
Louisiana	\$22,900	\$52,869	\$29,969	43.3%	45
Maine	\$20,934	\$42,390	\$21,456	49.4%	42
Maryland	\$42,390	\$66,316	\$23,926	63.9%	5
Massachusetts	\$33,158	\$63,586	\$30,428	52.1%	37
Michigan	\$26,974	\$47,043	\$20,069	57.3%	22
Minnesota	\$26,526	\$52,988	\$26,462	50.1%	40
Mississippi	\$23,000	\$44,885	\$21,885	51.2%	39
Missouri	\$29,132	\$44,211	\$15,079	65.9%	2
Nebraska	\$26,974	\$47,101	\$20,127	57.3%	22
Nevada	\$31,793	\$51,466	\$19,673	61.8%	8
New Hampshire	\$30,000	\$53,053	\$23,053	56.5%	25
New Jersey	\$35,606	\$67,000	\$31,394	53.1%	35
New Mexico	\$25,121	\$46,629	\$21,508	53.9%	30
New York	\$36,685	\$58,264	\$21,579	63.0%	6
North Carolina	\$28,053	\$47,526	\$19,473	59.0%	15
Ohio	\$26,974	\$47,101	\$20,127	57.3%	22
Oklahoma	\$26,167	\$45,316	\$19,149	57.7%	20
Oregon	\$28,800	\$47,689	\$18,889	60.4%	11
Pennsylvania	\$30,521	\$50,000	\$19,479	61.0%	10
Rhode Island	\$31,401	\$53,948	\$22,547	58.2%	17
South Carolina	\$25,434	\$47,474	\$22,040	53.6%	33
Tennessee	\$28,261	\$43,961	\$15,700	64.3%	4
Texas	\$31,793	\$59,343	\$27,550	53.6%	33
Utah	\$25,000	\$50,869	\$25,869	49.1%	43
Virginia	\$31,401	\$57,185	\$25,784	54.9%	26
Washington	\$31,793	\$59,000	\$27,207	53.9%	30
West Virginia	\$23,737	\$40,895	\$17,158	58.0%	18
Wisconsin	\$26,900	\$49,718	\$22,818	54.1%	29
U.S. All (2017-2021)	\$30,000	\$52,355	\$22,355	57.30%	-

Notes: Workers 16 years and older. Black alone includes Black Latinas; White alone, not Hispanic. For Idaho, Montana, North Dakota, South Dakota, Vermont, and Wyoming, sample sizes insufficient for calculating median annual earnings.

Source: IWPR analysis of 2017- 2021 American Community Survey microdata (Integrated Public Use Microdata Series, Version 13.0).

Appendix Table 2. Median Annual Earnings for Black Women and Non-Hispanic White Men: Full-time Year-round Workers

State	Black women	White Men	Earnings Gap Each Year	Earnings Ratio	Ranking of Earnings Ratio
Alabama	\$32,747	\$57,474	\$24,727	57.0%	36
Alaska	N/A	\$72,064	N/A	N/A	N/A
Arizona	\$39,774	\$64,738	\$24,964	61.4%	23
Arkansas	\$34,541	\$50,869	\$16,328	67.9%	4
California	\$52,335	\$86,317	\$33,982	60.6%	27
Colorado	\$43,000	\$69,944	\$26,944	61.5%	21
Connecticut	\$45,008	\$80,000	\$34,992	56.3%	37
Delaware	\$42,995	\$63,586	\$20,591	67.6%	6
District of Columbia	\$60,000	\$113,394	\$53,394	52.9%	40
Florida	\$35,184	\$57,474	\$22,290	61.2%	25
Georgia	\$38,951	\$62,802	\$23,851	62.0%	20
Hawaii	\$53,948	\$65,705	\$11,757	82.1%	1
Illinois	\$43,158	\$70,129	\$26,971	61.5%	21
Indiana	\$37,092	\$56,167	\$19,075	66.0%	11
Iowa	\$32,369	\$56,106	\$23,737	57.7%	35
Kansas	\$35,368	\$57,568	\$22,200	61.4%	23
Kentucky	\$35,368	\$52,335	\$16,967	67.6%	6
Louisiana	\$30,947	\$63,586	\$32,639	48.7%	42
Maine	N/A	\$53,948	N/A	N/A	N/A
Maryland	\$55,000	\$81,789	\$26,789	67.2%	8
Massachusetts	\$47,400	\$80,684	\$33,284	58.7%	33
Michigan	\$38,684	\$60,000	\$21,316	64.5%	14
Minnesota	\$39,741	\$65,211	\$25,470	60.9%	26
Mississippi	\$31,192	\$53,053	\$21,861	58.8%	32
Missouri	\$37,092	\$54,428	\$17,336	68.1%	3
Nebraska	\$36,000	\$57,568	\$21,568	62.5%	18
Nevada	\$38,843	\$64,105	\$25,262	60.6%	27
New Hampshire	N/A	\$66,316	N/A	N/A	N/A
New Jersey	\$47,526	\$84,781	\$37,255	56.1%	38
New Mexico	\$42,390	\$61,895	\$19,505	68.5%	2
New York	\$49,000	\$74,448	\$25,448	65.8%	13
North Carolina	\$36,685	\$57,568	\$20,883	63.7%	16
Ohio	\$37,092	\$58,000	\$20,908	64.0%	15
Oklahoma	\$33,158	\$55,027	\$21,869	60.3%	29
Oregon	\$42,000	\$62,580	\$20,580	67.1%	10
Pennsylvania	\$41,331	\$62,580	\$21,249	66.0%	11
Rhode Island	\$41,868	\$66,316	\$24,448	63.1%	17
South Carolina	\$31,820	\$57,227	\$25,407	55.6%	39
Tennessee	\$36,634	\$53,948	\$17,314	67.9%	4
Texas	\$41,868	\$71,842	\$29,974	58.3%	34
Utah	\$33,494	\$64,738	\$31,244	51.7%	41
Virginia	\$41,868	\$70,133	\$28,265	59.7%	30
Washington	\$44,211	\$74,183	\$29,972	59.6%	31
West Virginia	\$34,263	\$51,000	\$16,737	67.2%	8
Wisconsin	\$37,000	\$59,347	\$22,347	62.3%	19
U.S. All (2017-2021)	\$40,000	\$64,738	\$24,738	61.7%	-

Notes: For workers 16 years and older; Black alone includes Black Latinas; White alone, not Hispanic. Full-Time is at least 35 hours per week; full-year is at least 50 weeks per year. For Idaho, Maine, Montana, North Dakota, South Dakota, Vermont, and Wyoming, sample sizes insufficient for calculating median annual earnings for Black women. N/A: Sample size insufficient to calculate full-time year-round earnings.

Source: IWPR analysis of 2017- 2021 American Community Survey microdata (Integrated Public Use Microdata Series, Version 13.0).

Appendix Table 3. Full-time Year-round Workers as Percent of All Workers with Earnings for Black Women and White non-Hispanic Men, by State

State	Black Women Working FTYR (%)	White Men Working FTYR (%)	Percentage Point Difference	Rank of Difference
Alaska	77.0%	69.6%	-7.4%	1
Alabama	64.0%	76.1%	12.1%	30
Arizona	65.0%	71.2%	6.2%	4
Arkansas	65.0%	74.0%	9.0%	16
California	62.0%	70.8%	8.8%	13
Colorado	62.0%	72.1%	10.1%	19
Connecticut	59.0%	70.9%	11.9%	28
Delaware	63.0%	71.2%	8.2%	10
District of Columbia	65.0%	80.5%	15.5%	39
Florida	65.0%	71.9%	6.9%	6
Georgia	66.0%	74.9%	8.9%	14
Hawaii	68.0%	74.9%	6.9%	6
Illinois	60.0%	72.8%	12.8%	34
Indiana	59.0%	72.5%	13.5%	36
Iowa	56.0%	71.6%	15.6%	40
Kansas	57.0%	72.9%	15.9%	41
Kentucky	58.0%	71.8%	13.8%	37
Louisiana	64.0%	74.1%	10.1%	19
Maine	50.0%	68.6%	18.6%	44
Maryland	69.0%	75.6%	6.6%	5
Massachusetts	58.0%	70.7%	12.7%	32
Michigan	57.0%	68.9%	11.9%	28
Minnesota	50.0%	70.4%	20.4%	47
Mississippi	65.0%	75.0%	10.0%	18
Missouri	65.0%	72.4%	7.4%	8
Nebraska	63.0%	73.8%	10.8%	21
Nevada	66.0%	70.8%	4.8%	2
New Hampshire	56.0%	71.4%	15.4%	38
New Jersey	65.0%	72.4%	7.4%	8
New Mexico	49.0%	70.2%	21.2%	
New York	65.0%	70.9%	5.9%	3
North Carolina	63.0%	74.4%	11.4%	26
North Dakota	51.5%	71.2%	19.7%	45
Ohio	59.0%	71.7%	12.7%	32
Oklahoma	62.0%	74.4%	12.4%	31
Oregon	57.0%	68.3%	11.3%	25
Pennsylvania	61.0%	71.8%	10.8%	21
Rhode Island	61.0%	70.8%	9.8%	17
South Carolina	65.0%	73.9%	8.9%	14
South Dakota	51.8%	71.9%	20.1%	46
Tennessee	65.0%	73.7%	8.7%	11
Texas	67.0%	75.7%	8.7%	11
Utah	55.0%	71.4%	16.4%	43
Virginia	65.0%	75.8%	10.8%	21
Washington	58.0%	71.3%	13.3%	35
West Virginia	60.0%	71.0%	11.0%	24
Wisconsin	60.0%	71.8%	11.8%	27
U.S. All (2017-2021)	60.0%	69.3%	9.3%	

Notes: For workers 16 years and older. Black alone includes Black Latinas; White alone, not Hispanic. Full-time is at least 35 hours per week; full-year is at least 50 weeks per year. For Idaho, Montana, Vermont, and Wyoming, sample sizes were insufficient for calculating the percent of all with earnings who work full-time year-round.

Source: IWPR analysis of 2017- 2021 American Community Survey microdata (Integrated Public Use Microdata Series, Version 13.0).

NOTES

¹ Ariane Hegewisch and Lucie Prewitt, *Gender and Racial Wage Gaps Persist as the Economy Recovers: Annual Gender Wage Gap by Race and Ethnicity Brief*, IWPR #C513 (Washington, DC: Institute for Women's Policy Research, 2022); the median is the midpoint in the earnings distribution. Because of the disproportionate job loss in low wage service sector jobs disproportionately held by BIPOC women during the pandemic, the gender earnings ratio for Black women compared to White men appeared substantially improved for full-time workers. Data are not yet available to know whether this improvement was temporary or presents a more sustained trend.

² Martha Susana Jaimes. 2022. *The Gender Pay Gap, 1985 to 2021—with Forecast for Achieving Pay Equity, by Race and Ethnicity*; IWPR Quick Figure #105 Washington DC: Institute for Women's Policy Research. <<https://iwpr.org/wp-content/uploads/2022/12/Quick-Figure-105-Final.pdf>>.

³ This factsheet is based on microdata analysis of the American Community Survey 5-Year Data 2017- 2021, as made available by Steven Ruggles, Sarah Flood, Matthew Sobek, Danika Brockman, Grace Cooper Stephanie Richards, and Megan Schouweiler, IPUMS USA: Version 13.0 [dataset]. (Minneapolis, MN: IPUMS, 2023). The state-level microdata analysis defines Black as Black alone, including Hispanic or Latina women identifying as Black; White is defined as White alone, non-Hispanic.

⁴ See Ariane Hegewisch and Valerie Lacarte, *Gender Inequality, Work Hours, and the Future of Work* (Washington DC: Institute for Women's Policy Research, 2019). <https://iwpr.org/wp-content/uploads/2020/07/C486_FOW-Work-Hours-Report.pdf>.

⁵ As above.

⁶ In March 2021, the average value of a single family home in Louisiana was \$186,323, according to realtor Zillow <<https://www.zillow.com/home-values/25/la/>> (accessed July 13, 2023).

⁷ See Michael Gaddis, "Discrimination in the Credential Society: An Audit Study of Race and College Selectivity in the Labor Market," *Social Forces* 93, no. 4 (2015); Sonia Kang et al., "Whitened Résumés: Race and Self-Presentation in the Labor Market," *Administrative Science Quarterly* 61, no. 3 (2016); Patricia Cohen, "Black women were half as likely to be hired for state or local jobs than white men, a report says." *New York Times* (March 18, 2021) <<https://www.nytimes.com/2021/03/18/business/black-women-hiring-discrimination.html>>.

⁸ For every 100 men, only 58 Black women are promoted to a leadership position, see LeanIn.Org and McKinsey & Company, *Women in the Workplace 2019* (October 2019), <<https://womenintheworkplace.com/>>; see also Elyse Shaw and Jessica Milli, *Climbing the Leadership Ladder: Women's Progress Stalled* (Washington DC: Institute for Women's Policy Research, 2021) <https://iwpr.org/wp-content/uploads/2021/08/Climbing-the-Leadership-Ladder_FINAL.pdf>.

⁹ See Amanda Rossie, Jasmine Tucker, and Kayla Patrick, *Out of the Shadows: An Analysis of Sexual Harassment Charges Filed by Working Women* (Washington, DC: National Women's Law Center, 2018) <<https://nwlc.org/resources/out-of-the-shadows-an-analysis-of-sexual-harassment-charges-filed-by-working-women/>> (accessed June 2021); and Ariane Hegewisch, Jessica Forden, and Eve Mefferd, *Paying Today and Tomorrow: Charting the Financial Costs of Workplace Sexual Harassment*, Report (Washington, DC: Institute for Women's Policy Research and TIME'S UP Foundation, 2021). <<https://iwpr.org/paying-today-and-tomorrow-report/>>.

¹⁰ See Lean In, *The State of Black Women in Corporate America* (2020) <https://media.sgff.io/sgff_r1eHetbDYb/2020-08-13/1597343917539/Lean_In_-_State_of_Black_Women_in_Corporate_America_Report_1.pdf>; Camille Lloyd, "Black Women in the Workplace." March 5; Gallup Center on Black Voices <Gallup, 2021). <<https://www.gallup.com/workplace/333194/black-women-workplace.aspx>>; Desta Fekedulegn et al, "Prevalence of workplace discrimination and mistreatment in a national sample of older US workers: The REGARDS cohort study." *SSM-Population Health* 8 (2019): 100444.

¹¹ U.S. Department of Labor, *Bearing the Cost: How Overrepresentation in Undervalued Roles Hurt Women During the Pandemic.* (Washington DC, 2022) <<https://www.dol.gov/sites/dolgov/files/WB/media/BearingTheCostReport.pdf>>; Janette Dill and Mignon Duffy, "Structural Racism And Black Women's Employment In The US Health Care Sector: Study examines structural racism and black women's employment in the US health care sector." *Health Affairs* 41, no. 2 (2022): 265-272.

¹² Ariane Hegewisch, *Women Earn Less Than Men Whether They Work in the Same or in Different Occupations*, IWPR #C514 (Washington, DC: Institute for Women's Policy Research, 2023) <<https://iwpr.org/women-earn-less-than-men-whether-they-work-in-the-same-or-in-different-occupations/>>.

¹³ See, for example, Ariane Hegewisch and Eve Mefferd, *A Future Worth Building: What Tradeswomen Say about the Change They Need in the Construction Industry*, Report, IWPR #C508 (Washington, DC: Institute for Women's Policy Research, 2021) <<https://iwpr.org/a-future-worth-building-report/>>; Ariane Hegewisch, *Advancing Women in Manufacturing: Perspectives from Women on the Shop Floor* (Washington, DC: Institute for Women's Policy Research, 2023) <<https://iwpr.org/wp-content/uploads/2023/03/IWPR-Advancing-Women-in-Manufacturing-report-2023-FINAL.pdf>>; Sharita Gruberg, Jessica Mason and Katherine Gallagher Robbins, "Historic Investments in Good Infrastructure Jobs Can't Leave Women Behind." Issue Brief (Washington DC: National Partnership for Women and Families, 2022)

¹⁴ See for example, Association of General Contractors (AGC), "Construction Employment Increases In 230 Of 358 Metro Areas From May 2022 To May 2023 As Contractors Try To Hire Amid Worker Shortages." News Release (Washington DC: AGC, June 28, 2023). Adam S. Hersh, "'Build Back Better' Agenda will Ensure Strong, Stable Recovery in Coming Years" (Washington DC: Economic Policy Institute, 2021), <<https://www.epi.org/publication/iija-budget-reconciliation-jobs/>>; *Chipping In: The U.S. Semiconductor Industry Workforce and How Federal Incentives will Increase Domestic Jobs* (Semiconductor Industry Association and Oxford Economics, 2021);

¹⁵ Elyse Shaw, C. Nicole Mason, and Valerie Lacarte, *Holding Up Half the Sky: Mothers as Workers, Primary Caregivers, & Breadwinners During COVID-19*; IWPR Brief #Q081 (Washington, DC: Institute for Women's Policy Research, 2020). <<https://iwpr.org/wp-content/uploads/2020/07/Holding-Up-Half-the-Sky-Mothers-as-Breadwinners.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.

