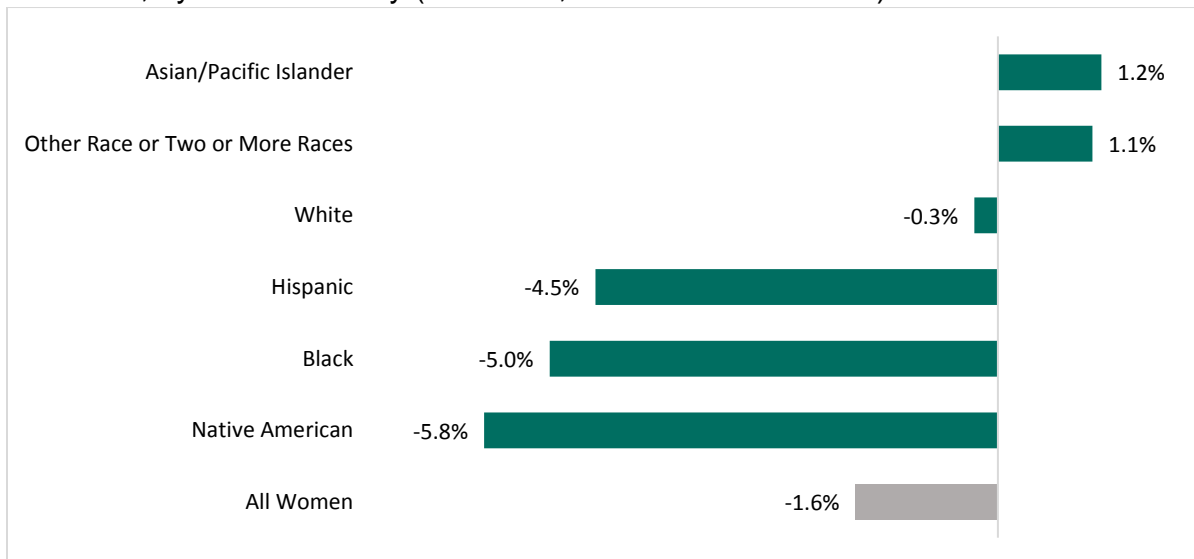


Black Women Are Among Those Who Saw the Largest Declines in Wages over the Last Decade

Institute for Women's Policy Research (IWPR) analysis of data from the American Community Survey finds that between 2004 and 2014, Black women's real median annual earnings for full-time, year-round work declined by 5.0 percent—more than three times as much as women's earnings overall (Figure 1). Like Black women, Native American women and Hispanic women also saw their earnings fall substantially between 2004 and 2014, which includes the Great Recession and slow economic recovery (5.8 percent and 4.5 percent, respectively).¹ In comparison, Asian/Pacific Islander women's earnings increased by 1.2 percent during the same time period and White women's earnings declined by only 0.3 percent. Women of another race or two or more races experienced an increase in real earnings of 1.1 percent, similar to that of Asian/Pacific Islander women.

Figure 1. Percent Change in Women's Real Median Annual Earnings Between 2004 and 2014, by Race/Ethnicity (Full-Time, Year-Round Workers)



Notes: Data include women and men aged 16 and older. Racial groups are non-Hispanic. Adjustments of 2002-2004 data to 2014 dollars are computed on the basis of the Consumer Price Index Research Series (CPI-U-RS) published by the U.S. Bureau of Labor Statistics (2015). Data are three year (2002-2004 and 2012-2014) averages.

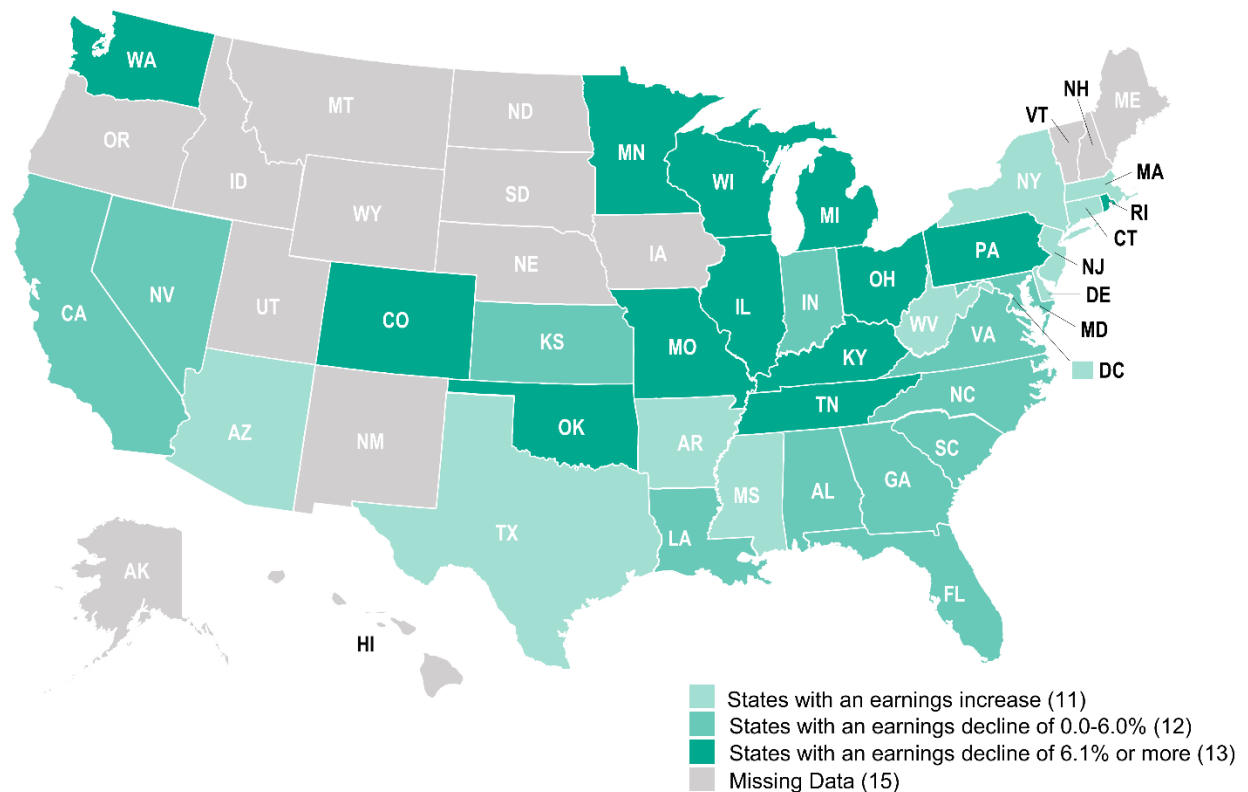
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0)

¹ This Quick Figures focuses on Black women's earnings in recognition of African American Women's Equal Pay Day on August 23rd, 2016. Subsequent Quick Figures will provide state-level data on Native American and Hispanic women's changes in real median earnings in conjunction with Native American Women's Equal Pay Day (September 14th) and Latina Women's Equal Pay Day (November 1st), respectively.

As part of a forthcoming report on the *Status of Black Women in the United States*, IWPR analyzed state data on Black women’s earnings growth. Across the 50 states and the District of Columbia, there were variations in the change in Black women’s real median annual earnings between 2004 and 2014 (Map 1; Table 1).

- In West Virginia, Black women’s median annual earnings increased by 8.5 percent, making it the state with the largest growth between 2004 and 2014 in the country. Arkansas closely followed West Virginia, with an increase of 8.4 percent in Black women’s median annual earnings. Mississippi had the third largest improvement, at 5.5 percent growth.
- Ohio experienced the largest decline in Black women’s real median annual earnings, where earnings decreased by 13.0 percent. Colorado and Washington tied for second last in terms of Black women’s earnings—in both states, Black women’s real median annual earnings fell by 12.7 percent.

Map 1. Percent Change in Black Women’s Real Median Annual Earnings, 2004-2014 (Full-Time, Year-Round Workers)



Notes: Data include women aged 16 and older. Racial groups are non-Hispanic. Adjustments of 2002-2004 data to 2014 dollars are computed on the basis of the Consumer Price Index Research Series (CPI-U-RS) published by the U.S. Bureau of Labor Statistics (2015). Data are three year (2002-2004 and 2012-2014) averages.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0)

Table 1. Black Women's Earnings, by State (Full-Time, Year-Round Workers)

	Black Women's Median Annual Earnings, 2002-2004, in 2014 Dollars	Black Women's Median Annual Earnings, 2012-2014, in 2014 Dollars	Percent Change in Black Women's Real Median Annual Earnings
Alabama	\$28,827	\$28,000	-2.9%
Alaska	N/A	N/A	N/A
Arizona	\$34,741	\$35,000	0.7%
Arkansas	\$25,735	\$27,900	8.4%
California	\$45,120	\$43,000	-4.7%
Colorado	\$40,107	\$35,000	-12.7%
Connecticut	\$39,481	\$40,000	1.3%
Delaware	\$36,849	\$38,000	3.1%
District of Columbia	\$46,322	\$48,000	3.6%
Florida	\$31,782	\$30,000	-5.6%
Georgia	\$32,901	\$32,000	-2.7%
Hawaii	N/A	N/A	N/A
Idaho	N/A	N/A	N/A
Illinois	\$38,987	\$36,000	-7.7%
Indiana	\$33,213	\$32,000	-3.7%
Iowa	N/A	\$28,000	N/A
Kansas	\$32,168	\$31,400	-2.4%
Kentucky	\$30,881	\$29,000	-6.1%
Louisiana	\$25,067	\$25,000	-0.3%
Maine	N/A	N/A	N/A
Maryland	\$46,061	\$45,000	-2.3%
Massachusetts	\$38,601	\$40,000	3.6%
Michigan	\$37,600	\$33,000	-12.2%
Minnesota	\$36,347	\$34,000	-6.5%
Mississippi	\$23,689	\$25,000	5.5%
Missouri	\$34,341	\$30,000	-12.6%
Montana	N/A	N/A	N/A
Nebraska	N/A	\$26,500	N/A
Nevada	\$33,840	\$33,000	-2.5%
New Hampshire	N/A	N/A	N/A
New Jersey	\$41,455	\$42,000	1.3%
New Mexico	N/A	N/A	N/A
New York	\$39,876	\$40,000	0.3%
North Carolina	\$30,707	\$30,000	-2.3%
North Dakota	N/A	N/A	N/A
Ohio	\$36,096	\$31,400	-13.0%
Oklahoma	\$32,168	\$30,000	-6.7%
Oregon	N/A	\$36,000	N/A
Pennsylvania	\$37,600	\$35,000	-6.9%
Rhode Island	\$32,587	\$30,400	-6.7%
South Carolina	\$27,637	\$27,000	-2.3%
South Dakota	N/A	N/A	N/A
Tennessee	\$32,168	\$30,000	-6.7%
Texas	\$34,741	\$35,000	0.7%
Utah	N/A	N/A	N/A
Vermont	N/A	N/A	N/A
Virginia	\$35,093	\$35,000	-0.3%
Washington	\$40,107	\$35,000	-12.7%
West Virginia	\$27,637	\$30,000	8.5%
Wisconsin	\$32,901	\$30,000	-8.8%
Wyoming	N/A	N/A	N/A
United States	\$35,384	\$33,600	-5.0%

Notes: Data include women aged 16 and older. Racial groups are non-Hispanic. Adjustments of 2002-2004 data to 2014 dollars are computed on the basis of the Consumer Price Index Research Series (CPI-U-RS) published by the U.S. Bureau of Labor Statistics (2015). Data are three year (2002-2004 and 2012-2014) averages.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0)

A number of policy interventions can help address the low and declining wages of Black women and improve their economic stability:

- Raise the minimum wage, and index it to inflation, to increase the earnings and economic security of Black women working in low wage jobs. Women of color are particularly likely to be low-waged. The last time Congress approved an increase in the federal minimum wage was 2007.
- Fully enforce Title VII of the Civil Rights Act of 1964, which made discrimination in hiring, pay, and promotions illegal, to improve Black women's access to well-paid jobs. If women were paid the same hourly rate as men with the same education and experience, [poverty rates for working women would be halved](#).
- Prevent wage theft and fully enforce wage and hour laws, including the Department of Labor's updated overtime regulations, which will benefit [3.2 million women](#).
- Tackle women's underrepresentation in high-wage, predominantly male occupations by ensuring that career advice for Black women and girls explicitly addresses the earnings potential and career trajectory of different occupations.
- Make college more accessible and less expensive for Black women by increasing funding for Pell grants, growing investment in colleges and universities, and by improving child care availability at colleges, which would benefit the [47 percent of Black women college students who are mothers](#).

This Quick Figures was prepared by Asha DuMonthier. This data analysis is part of an upcoming report produced in collaboration with the National Domestic Workers Alliance on the status of Black women in the United States. This Quick Figures is also part of a series of IWPR research products on topics relevant to the 2016 election.



STATUS OF WOMEN IN THE STATES



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