

SYSTEMIC RACISM AND THE GENDER PAY GAP

A supplement to **The Simple Truth**



magnified by the COVID-19 pandemic, the wage gap

Figure 1. Women's Earnings as a Percentage of White Men's Earnings, by Race/Ethnicity

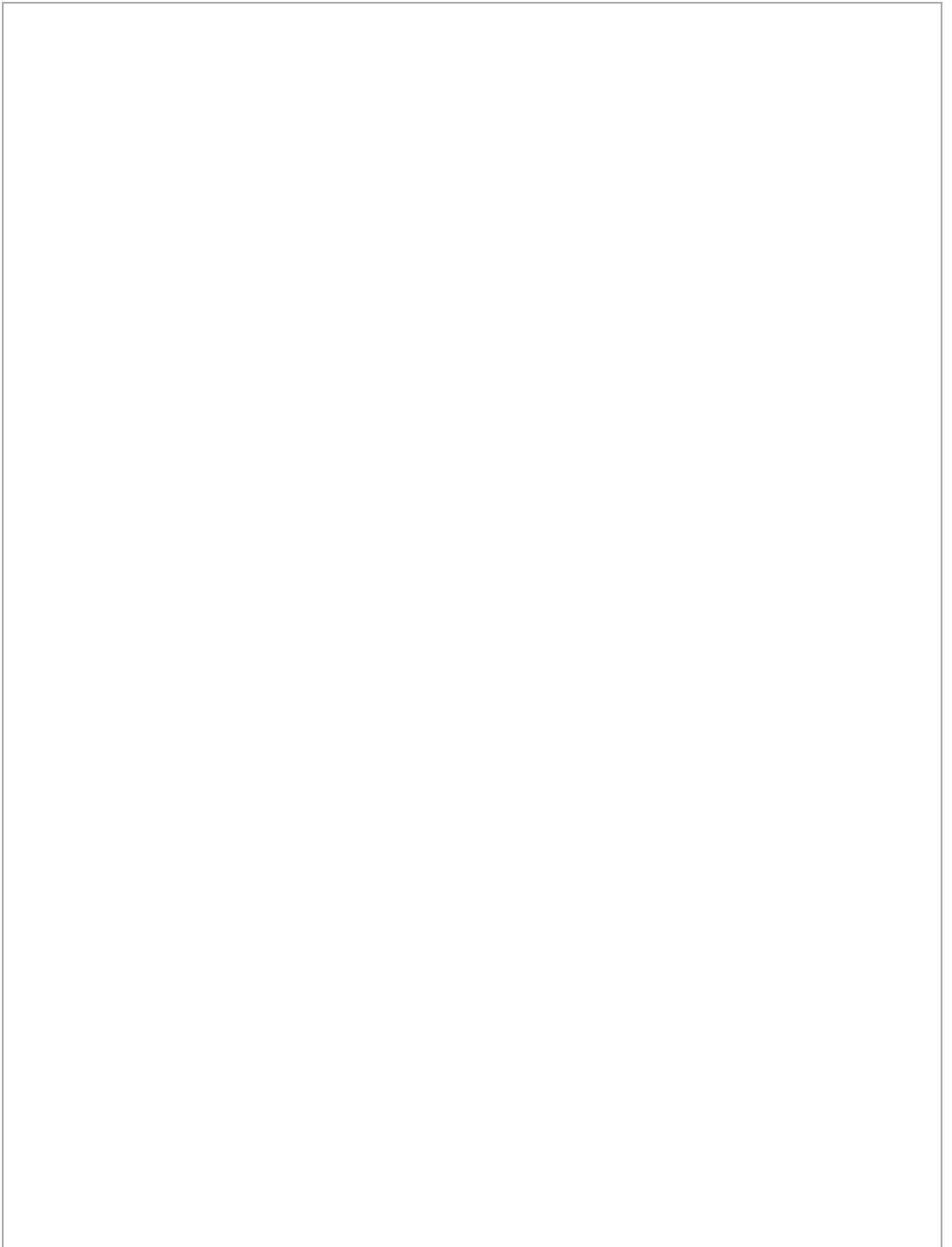
Race/Ethnicity	Earnings Ratio
White alone, not Hispanic or Latino	79%
Black or African American	63%
American Indian and Alaska Native	60%
Asian	87%
Native Hawaiian and Other Pacific Islander	63%
Hispanic or Latino origin	55%

Source: Figures for Black, Latina and Asian women are AAUW calculations based on CPS 2020 ASEC; figures for Native Hawaiian and Pacific Islander and Native women are AAUW calculations based on ACS 2019.

WHAT CAUSES THE GENDER AND RACIAL WAGE GAPS?

De Jure and De Facto Occupational Segregation and Inequality

occupational field, jobs traditionally associated with



passed the first federal minimum wage, it excluded all

**Failure to Extend Basic Protections
and Full Benefits**

that has been magnified by the

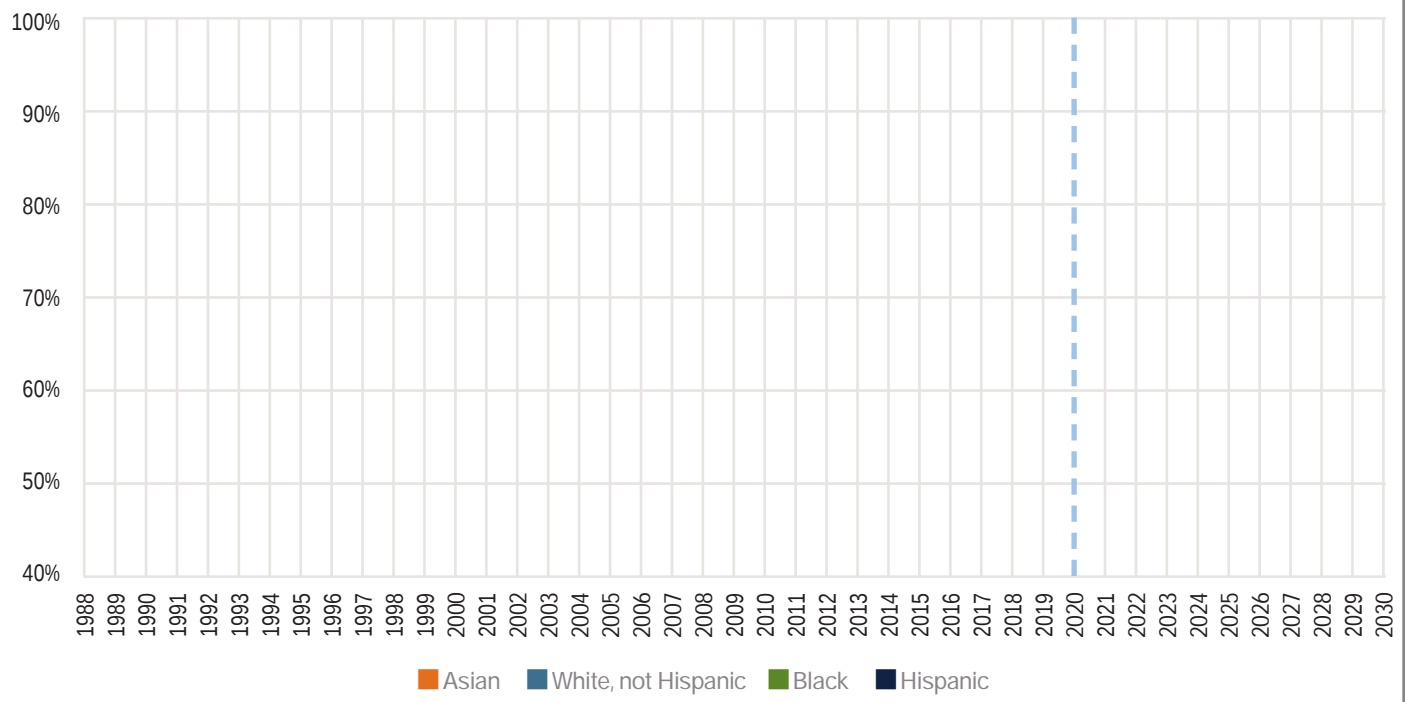
a fire broke out on the top floor

a minimum wage and forbade classification by sex

Cultural Stereotypes and Biases

can level the playing field and ensure that anyone who

Figure 6. Wage Gap Closing Projections, by Race/Ethnicity



WHAT WORKS AND WHAT STILL NEEDS TO BE DONE



EMPLOYERS

more likely to be satisfied with their jobs. Women and
benefits: They are more likely to feel "in the dark"

👤 **Conduct pay audits:**

■ **Prohibit retaliation for wage disclosure:**

ENDNOTES

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Equitable Workplace Policies Would Benefit Working

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³¹ These costs are usually significantly higher in major

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Say It's Been Difficult to Handle Child Care During the Pandemic,"

working-parents-in-the-u-s-say-its-been-difficult-to-handle-child-

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Objectification,"

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