



## The Wage Gap Hurts African American Working Women & Families

In the United States, on average, an African American woman working full time is paid \$31,639 per year; while a white man working full time is paid \$50,153 per year. **This creates a wage gap between full-time working white men and African American women of \$18,514.**<sup>i</sup>

### What does the wage gap mean for full-time working African American women?

If the wage gap were eliminated, African American working women and their families would have enough money for:

- 151 more weeks of food (nearly 3 years' worth);<sup>ii</sup>
- 12 more months of mortgage and utilities payments;<sup>iii</sup>
- 22 more months of rent;<sup>iv</sup>
- More than 5 years of family health insurance premiums;<sup>v</sup> or
- More than 4,700 additional gallons of gas.<sup>vi</sup>

**African American women and their families suffer when women are underpaid. That's why we need Congress to pass the Paycheck Fairness Act.**

The Paycheck Fairness Act (S.797, H. 1519) would:

- Prohibit employers from retaliating against workers who discuss salaries with colleagues;
- Require that employers prove that any pay differences exist for legitimate, job-related reasons;
- Create a negotiation skills training program for women and girls;
- Recognize employers for excellence in their pay practices;
- Provide assistance to businesses, especially small ones, to help with equal pay practices; and
- Enhance the Department of Labor's and the Equal Employment Opportunity Commission's abilities to investigate and enforce pay discrimination laws.

### Polling data show overwhelming support for the Paycheck Fairness Act.

- In a nationwide poll of registered voters, 84 percent said they support "a new law that would provide women more tools to get fair pay in the workplace" and 72 percent of respondents strongly support such a law.<sup>vii</sup>
- Members of all racial and ethnic groups strongly support the Paycheck Fairness Act. Eighty-two percent of African Americans, 84 percent of Latinos and 86 percent of whites support the law. Seventy-four percent of African Americans, 74 percent of Latinos and 73 percent of whites express strong support.

<sup>i</sup> U.S. Census Bureau. (2009). *Median Earnings by Sex by Work Experience for the Population 16+, Table B20017B*. Retrieved 27 April 2011, from [http://factfinder.census.gov/servlet/DTTable?\\_bm=y&-state=dt&-ds\\_name=ACS\\_2009\\_1YR\\_G00\\_&-CONTEXT=dt&-mt\\_name=ACS\\_2009\\_1YR\\_G2000\\_B20017B&-redoLog=false&-geo\\_id=01000US&-format=&-lang=en](http://factfinder.census.gov/servlet/DTTable?_bm=y&-state=dt&-ds_name=ACS_2009_1YR_G00_&-CONTEXT=dt&-mt_name=ACS_2009_1YR_G2000_B20017B&-redoLog=false&-geo_id=01000US&-format=&-lang=en), and *Table B20017H*. Retrieved 27 April 2011, from [http://factfinder.census.gov/servlet/DTTable?\\_bm=y&-state=dt&-ds\\_name=ACS\\_2009\\_1YR\\_G00\\_&-CONTEXT=dt&-mt\\_name=ACS\\_2009\\_1YR\\_G2000\\_B20017H&-redoLog=false&-currentselections=ACS\\_2009\\_1YR\\_G2000\\_C20005H&-geo\\_id=01000US&-format=&-lang=en](http://factfinder.census.gov/servlet/DTTable?_bm=y&-state=dt&-ds_name=ACS_2009_1YR_G00_&-CONTEXT=dt&-mt_name=ACS_2009_1YR_G2000_B20017H&-redoLog=false&-currentselections=ACS_2009_1YR_G2000_C20005H&-geo_id=01000US&-format=&-lang=en)

<sup>ii</sup> U.S. Bureau of Labor Statistics. (2010, October). *Table 8. Region of residence: Average annual expenditures and characteristics, Consumer Expenditure Survey, 2009*. Retrieved 4 April 2011, from <http://www.bls.gov/cex/2009/Standard/region.pdf>. Calculation uses overall average “food” cost for region.

<sup>iii</sup> U.S. Census Bureau. (2009). *Median Monthly Housing Costs for Owner-Occupied Housing Units with a Mortgage (Dollars): United States and States*. Retrieved 4 April 2011, from [http://factfinder.census.gov/servlet/GRTTable?\\_bm=y&-geo\\_id=01000US&-box\\_head\\_nbr=R2511&-ds\\_name=ACS\\_2009\\_1YR\\_G00\\_&-redoLog=false&-format=US-30&-mt\\_name=ACS\\_2008\\_1YR\\_G00\\_R2511\\_US30](http://factfinder.census.gov/servlet/GRTTable?_bm=y&-geo_id=01000US&-box_head_nbr=R2511&-ds_name=ACS_2009_1YR_G00_&-redoLog=false&-format=US-30&-mt_name=ACS_2008_1YR_G00_R2511_US30)

<sup>iv</sup> U.S. Census Bureau. (2009). *Median Monthly Housing Costs for Renter-Occupied Housing Units (Dollars): United States – States; and Puerto Rico*. Retrieved 4 April 2011, from [http://factfinder.census.gov/servlet/GCTTable?\\_bm=y&-context=gct&-ds\\_name=ACS\\_2009\\_1YR\\_G00\\_&-mt\\_name=ACS\\_2009\\_1YR\\_G00\\_GCT2514\\_US9&-CONTEXT=gct&-tree\\_id=809&-redoLog=true&-geo\\_id=&-format=US-9&-lang=en](http://factfinder.census.gov/servlet/GCTTable?_bm=y&-context=gct&-ds_name=ACS_2009_1YR_G00_&-mt_name=ACS_2009_1YR_G00_GCT2514_US9&-CONTEXT=gct&-tree_id=809&-redoLog=true&-geo_id=&-format=US-9&-lang=en). Calculation uses median gross rent for state.

<sup>v</sup> Henry J. Kaiser Family Foundation. (2010). *State Health Facts: Average Family Premium per Enrolled Employee for Employer-Based Health Insurance, 2009*. Retrieved 4 April 2011, from <http://www.statehealthfactsonline.org/comparetable.jsp?typ=4&ind=271&cat=5&sub=67>. Calculation uses 2009 average family premium data for employee contribution.

<sup>vi</sup> AAA. (2011). *AAA's Daily Fuel Gauge Report: Current State Averages*. Retrieved 27 April 2011, <http://www.fuelgaugereport.com/sbsavg.html>. Calculation uses average cost of regular quality gasoline on March 18, 2011.

<sup>vii</sup> The poll was conducted from May 21 to 24, 2010, by Lake Research Partners. A nation-wide sample of 932 registered voters was asked the following question: Congress is considering a new law that would provide women more tools to get fair pay in the workplace. The law will also make it harder for employers to justify paying different wages for the same work and ensure that businesses that break the law compensate women fairly. Would you support or oppose such a law? For full results and methodology, see: [http://www.nationalpartnership.org/site/DocServer/5-2010\\_Poll\\_Data\\_One\\_Pager\\_LL\\_2\\_.pdf?docID=6681](http://www.nationalpartnership.org/site/DocServer/5-2010_Poll_Data_One_Pager_LL_2_.pdf?docID=6681)

