

Gender Pay Gap





“If Equal Pay Day 2018 was celebrated on November 1, when all women have earned as much as white men earned in 2017, then Latinas, not 'average' women, are the standard by which the pay gap is measured. This allows us to tell a different and more inclusive story about women, work and wages than the story we tell by celebrating Equal Pay Day days before all women actually earn as much as white men earned the year before.”

—Lisa Crooms-Robinson, Professor of Law and Associate Dean for Academic Affairs at Howard University



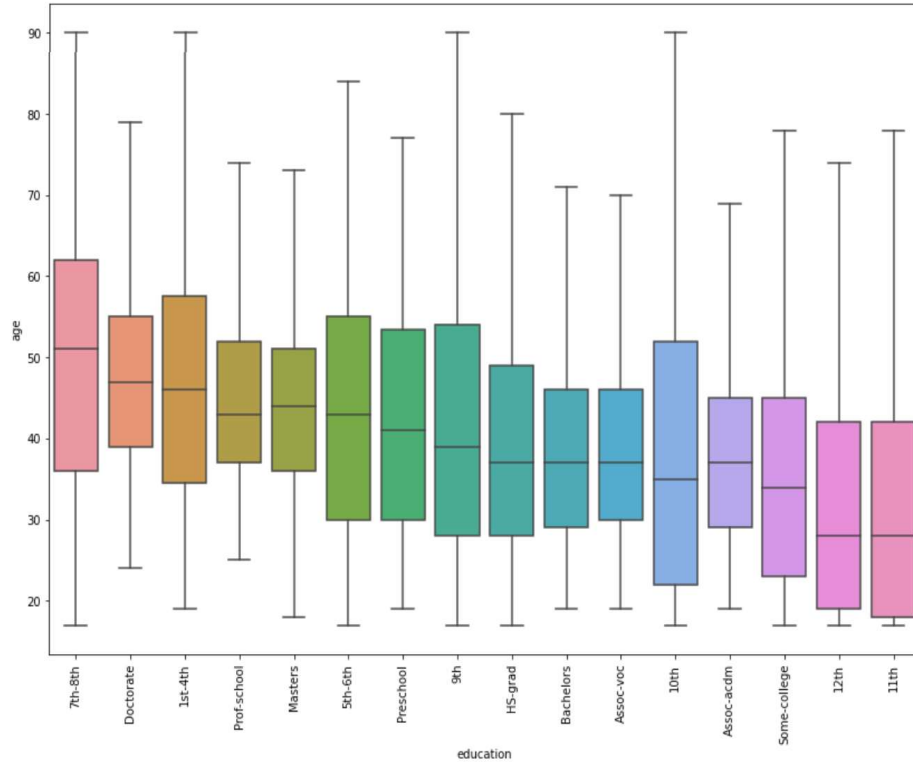
1

Older White males earn more

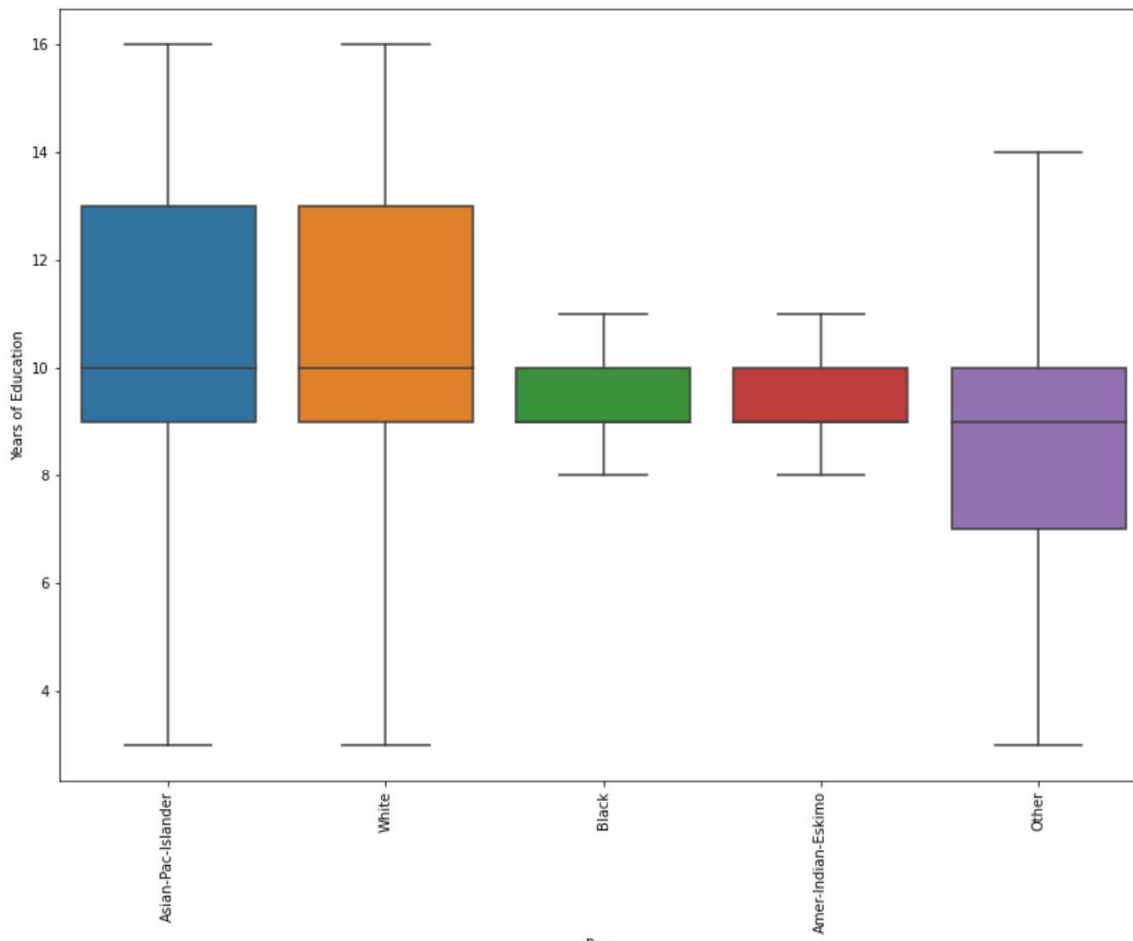
age	workclass	fnlwgt	education	educational-num	marital-status	occupation	relationship	race	gender	capital-gain	capital-loss	hours-per-week	native-country	income
63	Self-emp-not-inc	104626	Prof-school	15	Married-civ-spouse	Prof-specialty	Husband	White	Male	3103	0	32	United-States	>50K
65	Private	184454	HS-grad	9	Married-civ-spouse	Machine-op-inspct	Husband	White	Male	6418	0	40	United-States	>50K
43	Private	346189	Masters	14	Married-civ-spouse	Exec-managerial	Husband	White	Male	0	0	50	United-States	>50K
45	Self-emp-not-inc	432824	HS-grad	9	Married-civ-spouse	Craft-repair	Husband	White	Male	7298	0	90	United-States	>50K
65	Private	136384	Masters	14	Married-civ-spouse	Prof-specialty	Husband	White	Male	0	0	50	United-States	>50K

2

Today's younger generation is more educated.



For Race, the educational years varies



Process in Closing the US Gender Gap

Most of the progress was made in the 1980s and 1990s and can be attributed to policy changes and educational attainment.

Since 2001, the gap has closed only 2.3 percentage points. “At the rate of change between 1960 and 2016 women are expected to reach pay equity with men in 2059. But even that slow progress has stalled in recent years. If change continues at the slower rate seen since 2001, women will not reach pay equity with men until 2119.”

Kevin Miller, *The Simple Truth About the Gender Pay Gap*, AAUW (Spring 2018)



THANK YOU