

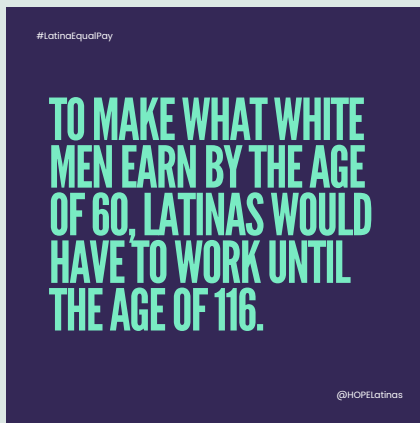


The Latina Wage Gap California

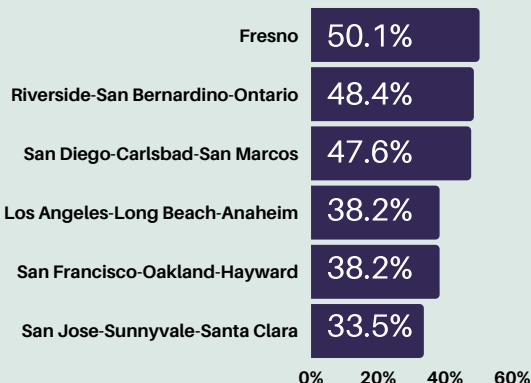
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Wage Gap as a Percentage of White Men in Major Metropolitan Areas of California
for Latinas 16 years and older working full time, year-round



The Facts

The Pay Gap is real and impacts Latinas the most.¹

- Latinas in California earn 42 cents for every dollar earned by a White man - the most significant wage gap in the nation, a persistent trend for well over a decade. No progress was made to narrow it between 2010 and 2020.
- Latinas in the U.S. earn 54 cents to the dollar earned by a White man. Latinas face the largest pay gap among all women.
- To make what White men earn by the age of 60, Latinas would have to work until the age of 116.

The root cause for the wage gap is discrimination.

Even when controlling for educational attainment and job sector, the pay gap for Latinas persists. The pay gap is largest for Latinas with Bachelor's degrees and in high paying fields like computing and mathematics, Latinas are still paid less.²

In California regions where high paying industries like tech and entertainment dominate, Latinas have even larger pay gaps than in the rest of the state. Latinas in the San Jose metropolitan region of Silicon Valley earned 33.5 cents for every dollar earned by a White man, and in both the Los Angeles and San Francisco metropolitan regions, they earned only 38.2 cents.³

Latinas face discrimination.

- 68% of California Latinas are concerned of being denied opportunities like jobs or housing because of their race or ethnicity.
- 44% of California Latinas feel discriminated against because of their race or ethnicity.⁴
- Nationally, 30% have experienced discrimination in the workplace by co-workers/supervisors/clients.⁵

Latinas are economic powerhouses, CEOs of their households, and entrepreneurs with ambitious goals. If we can close these equity gaps, we will be investing in an energized, entrepreneurial, resourceful and powerful segment of our population capable of pulling our economy forward.

If we achieve pay equity for Latinas and all women, our entire nation stands to benefit.

The implications

- The lifetime cost of the wage gap over a 40-year career for the average Latina in California is \$1,787,640 compared to the average White man.⁶
- The implications of these economic losses for Latinas' quality of life, their ability to provide for their families and save for retirement, and their Social Security benefits are dramatic and exacerbated by the high cost of living in California.
- Latinas are a significant segment of the U.S. population, especially in California where one in every five people is a Latina. There were 7.74 million Latinas in the state in 2020, 19.6% of the state's total population. The number of Latinas in the U.S. increased to 29.99 million in 2020, 9.1% of the total US population, and up from 27.9 million in 2015.⁷
- In September 2021, Latinas made up 15.6 percent of the labor force in California, vs. 7.8 percent nationwide, meaning the status of Latina workers has a big impact on California's economy.⁸
- The success of Latinas is intrinsically tied to the success of the country.

Systemic discrimination must be addressed

To close the Latina pay gap we must address discrimination. We can do this by acknowledging that it exists and rooting it out through policies that provide transparency and accountability.

- The California state legislature should revisit legislative efforts to enable transparent reporting of wage information and work in tandem with the Latino Legislative Caucus' Unseen Latinas Initiative to develop policies that address the pay gap.
- Public and private employers must take wage inequality head on through official policies and be transparent about their wage practices.
- Support and invest in organizations like HOPE who have a pulse on the status of Latinas and are actively advocating for economic parity.

Latinas deserve equal pay.

Access HOPE's research on the economic status of Latinas at www.latinas.org/reports

Sources:

- 1, 3 & 6. Economic Status of Latinas Report (2020). Hispanas Organized for Political Equality (HOPE). <https://www.latinas.org/eslr2020>
2. Latinas aren't paid fairly—and that's just the tip of the iceberg (2021). Lean In. <https://leanin.org/data-about-the-gender-pay-gap-for-latinas/>
4. California Community Poll (2021). HOPE, CAUSE and Los Angeles Urban League. <https://www.strategies360.com/landing/californiapolling/>
5. The Latina Pulse: Champions of Change (2021). Telemundo, HOPE and Latino Victory Foundation. <https://online.flipbuilder.com/telemundo/uyhi/>
7. U.S. Census Bureau. ACS. [Tables B01001, B01001I, and B01001H].
8. California Budget & Policy Center analysis of US Census Bureau, Current Population Survey processed by Economic Policy Institute.



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