

THE WAGE GAP FOR BLACK WOMEN: WORKING LONGER AND MAKING LESS

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When comparing all men and women who work full time, year round in the United States, women are paid 80 cents for every dollar paid to their male counterparts.¹ But the wage gap is even larger when looking specifically at Black women who work full time, year round: they are paid only 63 cents for every dollar paid to white, non-Hispanic men.² This gap, which amounts to a loss of \$21,698 a year, means that Black women have to work more than a year and a half (19 months) to earn as much as white, non-Hispanic men in the previous 12-month calendar year.³ Over time, the wage gap has a compounding effect on Black women's ability to build wealth (such as liquid savings, retirement savings, investments, real estate or business assets). Recent data shows that single Black women have a median wealth amounting to \$200, which is paltry compared to what single white women (\$15,640) and single white, non-Hispanic men (\$28,900) own.⁴ The wage gap plays a pivotal role in contributing to this wealth gap, and is an obstacle to Black women's economic security over the course of their lifetimes.

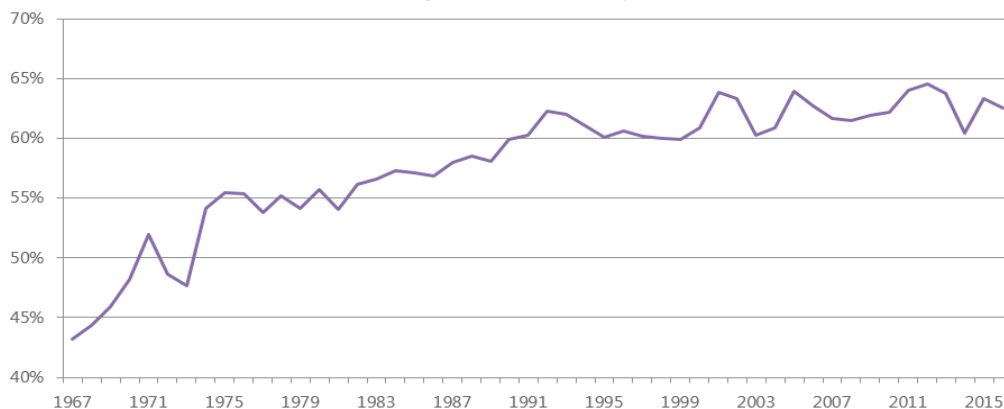
Black women's wage gap has persisted for decades, decreasing by only 20 cents in nearly 50 years.

- In 1967, the earliest year for which data are available, a Black woman working full time, year round made less than half (43 cents for every dollar) of what white men made.⁵
- By 2016, the most recent year for which data are available, that gap had narrowed by 20 cents, but Black women working full time, year round were still only paid 63 cents for every dollar paid to white, non-Hispanic men.

Black women working full time, year round are paid only 63 cents for every dollar paid to their white, non-Hispanic male counterparts—leading to a lifetime loss of \$867,920.

The Wage Gap Over Time for Black Women Compared to White, Non-Hispanic Men

Ratio of Median Earnings of Full Time, Year Round Workers



The wage gap over time calculated by National Women's Law Center (NWLC) is based on Current Population Survey data (<http://www.census.gov/acs/www/>). "The Wage Gap Over Time for Black Women Compared to White, Non-Hispanic Men" is the ratio of Black women's and white non-Hispanic men's median earnings for full-time, year-round workers. Earnings are in 2016 dollars. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. Data for white, non-Hispanic men are "white alone, not Hispanic" from 2002-2014, "white, not Hispanic" from 1987-2001 and "white" for years prior to 1987.



Black foreign-born women experience an even more dramatic wage gap—earning only slightly more than half of what their white, non-Hispanic, foreign-born male counterparts earn.

- In 2016, more than 1 in 8 (13 percent) Black women in the workforce were foreign born, earning 55 cents for every dollar paid to white, non-Hispanic foreign-born men.
- This wage gap amounts to a loss of \$29,000 annually for Black foreign-born women; Black foreign-born women who work full time, year round have a median income of \$36,000, compared to \$65,000 paid to white, non-Hispanic foreign-born men.⁶

Black women’s wage gap is substantially wider in certain states.

- While Black women nationally are paid just 63 cents for every dollar paid to white, non-Hispanic men, they face even steeper wage gaps in some areas of the country. In Louisiana, the worst state for Black women’s wage equality, Black women are paid slightly less than half (47 cents) of what white, non-Hispanic men are paid.⁷
- Black women in Washington, D.C. have the second highest wage gap in the country, earning 52 cents for every dollar paid to white, non-Hispanic men. This is despite D.C. having a wage gap of only 14 cents (the fourth smallest in the country) when comparing the earnings of all women to the earnings of all men.⁸

Ten Worst States for Black Women’s Wage Equality

Rank	State	Black Women’s Earnings	White, non-Hispanic Men’s Earnings	What Black Women Are Paid for Every Dollar Paid to White, non-Hispanic Men	Wage Gap
	<i>United States</i>	<i>\$36,227</i>	<i>\$57,925</i>	<i>0.63¢</i>	<i>0.38¢</i>
10	Texas	\$35,735	\$61,496	0.58¢	0.42¢
9	Alabama	\$29,099	\$50,651	0.58¢	0.42¢
8	South Carolina	\$28,478	\$49,758	0.57¢	0.43¢
7	Connecticut	\$40,412	\$70,724	0.57¢	0.43¢
6	New Jersey	\$42,282	\$74,524	0.57¢	0.43¢
5	North Dakota	\$29,206	\$51,804	0.56¢	0.44¢
4	Mississippi	\$26,558	\$47,328	0.56¢	0.44¢
3	Utah	\$28,706	\$54,814	0.52¢	0.48¢
2	District of Columbia	\$48,929	\$94,774	0.52¢	0.48¢
1	Louisiana	\$26,503	\$55,929	0.47¢	0.53¢

State wage gaps calculated by National Women’s Law Center (NWLC) are based on 2012-2016 American Community Survey Five-Year Estimates (<http://www.census.gov/acs/www/>). “What Black Women Are Paid for Every Dollar Paid to White, non-Hispanic Men” is the ratio of women’s and men’s median earnings for full-time, year-round workers. Earnings are in 2016 dollars. The wage gap is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. Ranks based on unrounded data.

Black women experience a wage gap at every education level, even when they have earned a graduate degree.⁹

- Black women working full time, year round who have a high school diploma are paid 61 cents for every dollar paid to white, non-Hispanic men with the same diploma.
- Black women without a high school diploma fare even worse, making 57 cents for every dollar paid to white, non-Hispanic men without a high school diploma.
- Pursuing higher education does little to close the wage gap. Black women with a bachelor’s degree are paid \$45,990, which is less than what white, non-Hispanic men with only some college are paid (\$46,637).
- Black women have to earn a Master’s degree to make slightly more (\$52,108) than white, non-Hispanic men with just an Associate’s degree (\$50,938).



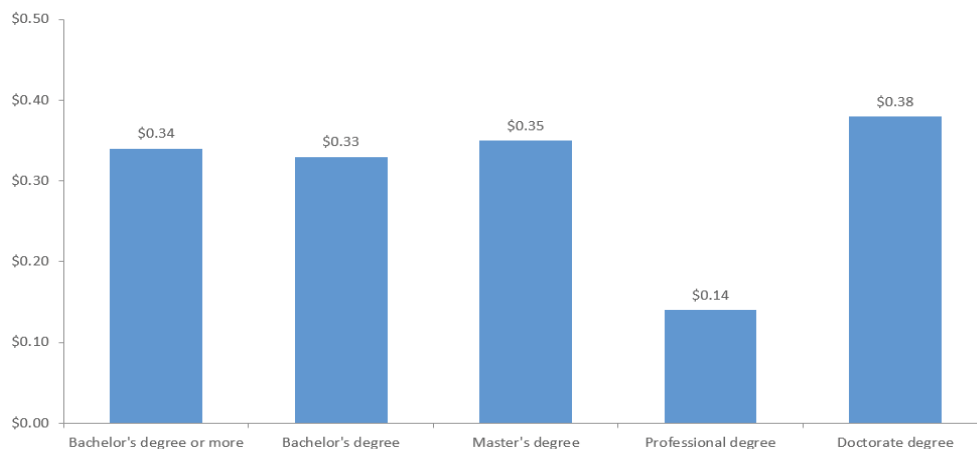
- Also striking is the difference in wages among Black women and white, non-Hispanic men among the top two highest educational degrees—professional degrees and doctorate degrees. Among PhD holders, Black women make 62 percent of what white, non-Hispanic men make—a lifetime loss of over \$1.5 million for Black women. Black women with professional degrees are paid 86 percent of what their white, non-Hispanic male counterparts are paid (leading to a lifetime loss of roughly \$600,000).
- Pursuing higher education is a costly endeavor for Black women, who have the highest student loan debt of any racial or ethnic group. For an undergraduate degree, the average Black woman accrues \$29,000 in debt.¹⁰ The wage gap lessens Black women’s ability to pay off educational debt, creating an additional barrier to saving money that could be used to buy a home, start a business, or for emergencies.

Black Women’s Wage Equality by Educational Attainment

Educational Attainment	Black Women’s Earnings	White, non-Hispanic Men’s Earnings	What Black Women Are Paid for Every Dollar Paid to White, non-Hispanic Men	Wage Gap
No high school diploma	\$17,221	\$30,403	0.57¢	0.43¢
High school diploma	\$25,038	\$41,378	0.61¢	0.39¢
Some college, no degree	\$29,543	\$46,637	0.63¢	0.37¢
Associate’s degree	\$31,310	\$50,938	0.61¢	0.39¢
Bachelor’s degree or more	\$50,090	\$75,488	0.66¢	0.34¢
Bachelor’s degree	\$45,990	\$68,674	0.67¢	0.33¢
Master’s degree	\$52,108	\$80,362	0.65¢	0.35¢
Professional degree	\$90,273	\$105,386	0.86¢	0.14¢
Doctorate degree	\$66,717	\$107,474	0.62¢	0.38¢

NWLC calculations based on U.S. Census Bureau, Current Population Survey, 2017 Annual Social and Economic Supplement, Table PINC-03, Educational Attainment, People 25 years old and over, by total money earnings in 2016, available at <http://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-03.html>. “What Black Women Are Paid for Every Dollar Paid to White, non-Hispanic Men” is the ratio of Black female and white, non-Hispanic male median earnings for full-time, year-round workers. Earnings are in 2016 dollars. The “wage gap” is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. Workers without a high school diploma exclude those who have not completed at least 9th grade.

Wage Gap Between Black Women and White, Non-Hispanic Men (Higher Education Degree Holders Only)



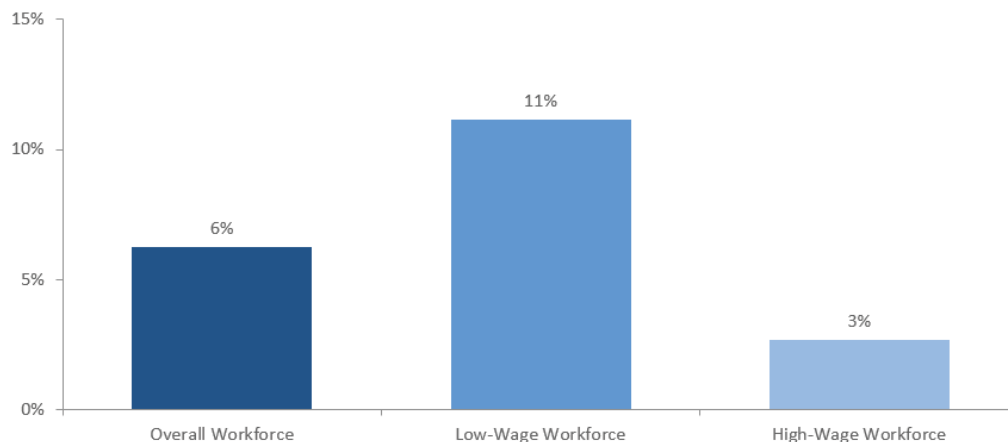
NWLC calculations based on U.S. Census Bureau, Current Population Survey, 2017 Annual Social and Economic Supplement, Table PINC-03, Educational Attainment, People 25 years old and over, by total money earnings in 2016, available at <http://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-03.html>. The “wage gap” is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings.



Black women are overrepresented in low wage jobs, and underrepresented in high wage jobs, but occupational sorting does not explain the wage gap.¹¹

- Black women make up 11 percent of the low-wage workforce, defined as jobs that pay less than \$11.50 per hour, or about \$23,900 annually, while they make up just 6 percent of the overall workforce.¹²
- Black women’s share of the high-wage workforce—defined as jobs that pay more than \$48 per hour, or about \$100,000 annually—is only 3 percent, whereas white, non-Hispanic men’s share of the high-wage workforce is 48 percent, while they make up only a third (34 percent) of the overall workforce.¹³
- Among workers in low-wage jobs, Black women make just 73 cents for every dollar paid to white, non-Hispanic men.¹⁴ Black women who work full time, year round in occupations that typically pay less than \$11.50 per hour make about \$22,000 annually, compared to the \$30,000 paid to white, non-Hispanic men in these occupations. This gap translates to a loss of \$8,000 each year due to the wage gap or \$320,000 over a 40-year career.¹⁵
- Among workers in high-wage occupations—such as lawyers, engineers, and physicians or surgeons—Black women are paid 69 cents for every dollar paid to white, non-Hispanic men in the same occupations. Black women who work full time, year round in these occupations are paid about \$75,000, compared to the \$108,000 paid to white, non-Hispanic men in these same jobs. This amounts to an annual loss of \$33,000 each year, or \$1.32 million over a 40-year career.
- Occupational sorting does not explain away the wage gap between Black women and white, non-Hispanic men. Black women working both in traditionally male-dominated fields and in female-dominated occupations earn less than their white, non-Hispanic male counterparts. For example, Black women working as construction laborers—a traditionally male, mid-wage occupation—make 82 cents for every dollar paid to white, non-Hispanic men working as construction laborers. Black women working as customer service representatives—a female-dominated, mid-wage occupation—make 76 cents for every dollar paid to white, non-Hispanic men working as customer service representatives.¹⁶

Black Women’s Share of the Low-wage and High-wage Workforces



NWLC calculations based on IPUMS-ACS. Figures are for employed workers in 2016. The low-wage workforce and high-wage workforce is defined here as occupations with median wages of \$11.50 or less per hour, or median wage of \$48.00 or more per hour, based on BLS, Occupational Employment Statistics.

Black women are concentrated in ten occupational categories, many of which are low wage.

- More than two in five Black women (43 percent) are employed in one of ten occupations; in every one of those occupations, Black women are paid less than white, non-Hispanic men.¹⁷
- Among the ten most common occupations for Black women, three of those occupations—cashiers and retail salespeople; janitors, building cleaners, maids, and housekeepers; and childcare workers and teaching assistants—pay Black women a low wage (less than \$11.50 per hour) while they pay white, non-Hispanic men substantially more.¹⁸
- In better-paying jobs, such as pre-K, K-12, and special education teachers, and counselors and social workers, Black women are also paid less than their white, non-Hispanic male counterparts. However, Black women who work as Registered Nurses (RN) or Licensed Practical Nurses (LPN)—where women overall hold nearly 90 percent of jobs¹⁹—fare better and make much closer to what white, non-Hispanic men in these same jobs make (though Black women still make less).



Common Occupations for Black Women

Occupation	Percent of Black Women Employed in Occupation	Percent of Workers in Occupation Who Are Black Women	Median Hourly Wage for Black Women in Occupation	Median Hourly Wage for White, non-Hispanic Men in Occupation	What a Black Woman Makes for Every Dollar a White, non-Hispanic Man Makes
Nursing, psychiatric, home health, and personal care aides	9%	29%	\$12.02	\$12.50	0.96¢
Secretaries and administrative assistants, office clerks receptionists and information clerks	6%	10%	\$15.87	\$19.23	0.83¢
Cashiers and retail salespeople	4%	8%	\$9.62	\$19.23	0.50¢
Pre-K, K-12, and special education teachers	4%	8%	\$20.38	\$26.15	0.78¢
Customer service representatives	4%	13%	\$14.42	\$18.99	0.76¢
Registered nurses	4%	11%	\$29.33	\$32.21	0.91¢
Janitors, building cleaners, maids, and housekeepers	3%	8%	\$10.00	\$15.43	0.65¢
Counselors and social workers	3%	17%	\$19.23	\$22.12	0.87¢
Childcare workers and teacher assistants	3%	17%	\$11.06	\$12.98	0.85¢
Licensed practical and licensed vocational nurses	2%	24%	\$18.27	\$19.23	0.95¢

NWLC calculations based on 2016 American Community Survey using IPUMS. Figures are in 2016 dollars. Median hourly wages are for full time, year round workers. Hourly wages are derived by dividing median annual earnings by 2,080 hours, which assumes a 40-hour work week for 52 weeks.

The wage gap exists for Black women of all ages and is widest for working women nearing retirement.²⁰

- Among young people, 15 to 24 years of age, working full time, year round, Black women make 81 cents for every dollar white, non-Hispanic men of the same age make.
- This wage gap widens as Black women grow older. Black women in their prime working years, 25 to 44 years of age, are paid 65 cents for every dollar that white, non-Hispanic men age 25 to 44 make.
- Among older workers, 45 to 64 years of age, who work full time, year round, Black women are paid 62 cents for every dollar paid to white, non-Hispanic men. These larger gaps mean that Black women are falling behind at the very time they need additional resources to invest in their families and ensure a secure retirement.

Over her career, the typical Black woman loses over \$860,000 due to the wage gap.

- Over the course of a 40-year career, the typical Black woman loses a staggering \$867,920 to the wage gap. Assuming she and her white, non-Hispanic male counterpart begin work at age 20, this huge wage gap means a Black woman would have to work until she is 84 years old to catch up to what a white, non-Hispanic man has been paid by age 60.²¹
- In some states, a Black woman faces lifetime gaps that exceed the typical lifetime wage gap for Black women nationwide. In seven states (Texas, Utah, Massachusetts, California, Louisiana, Connecticut, and New Jersey) Black women stand to lose more than \$1 million in lifetime earnings, and in the District of Columbia Black women would lose over \$1.8 million in lifetime earnings over a 40-year career compared to white, non-Hispanic men based on the wage gap today. These women would have to work decades longer than white, non-Hispanic men to earn the same amount.
- The lost earnings over a 40-year career also negatively impact Black women's Social Security payments in their retirement years. Social Security payments are based on a person's income; consequently Black women are at an inherent disadvantage due to years of lost wages from the wage gap. Because women generally live longer than men and are more likely than men to rely on Social Security, many must rely on their savings to supplement their retirement income.²² However, this is problematic for Black women who face many obstacles to saving and building wealth over the course of their lifetime.



Ten Worst States for Black Women's Lifetime Losses Due to Wage Gap

Rank	State	What Black women make for every dollar white, non-Hispanic men make	Lifetime Losses Due to Wage Gap	Age at Which a Black Woman's Career Earnings Catch Up to White, non-Hispanic Men's Career Earnings at Age 60
	<i>United States</i>	0.63¢	\$867,920	84
10	District of Columbia	0.63¢	\$956,160	83
9	New Jersey	0.60¢	\$987,760	87
8	Connecticut	0.58¢	\$1,030,440	89
7	Louisiana	0.52¢	\$1,044,320	96
6	California	0.61¢	\$1,061,760	86
5	Massachusetts	0.62¢	\$1,097,480	85
4	Utah	0.47¢	\$1,177,040	104
3	Texas	0.57¢	\$1,212,480	90
2	Alaska	0.57¢	\$1,289,680	91
1	Virginia	0.52¢	\$1,833,800	97

State wage gaps calculated by National Women's Law Center (NWLC) are based on 2012-2016 American Community Survey Five-Year Estimates (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on 2016 Current Population Survey, Annual Social and Economic Supplement. Earnings are in 2016 dollars. Figures are for full-time, full-year work. "Lifetime Losses Due to Wage Gap" is what a Black woman would lose, based on today's wage gap, over a 40-year career. Figures are not adjusted for inflation. Ranks based on unrounded data. "Age at which a Black woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60" assumes all workers begin work at age 20. Assuming white, non-Hispanic men have a 40-year career, this is the age at which Black women are able to retire with the same lifetime earnings as their male counterparts.

Black women living in cities experience a larger wage gap compared with Black women living in the suburbs.²³

- Black women living in cities are paid 55 cents for every dollar paid to white, non-Hispanic men living in cities. This amounts to a loss of \$29,000 a year.²⁴
- By contrast, Black women living in suburban areas experience the smallest wage gap, earning 63 cents for every dollar paid to white, non-Hispanic men living in suburban areas.

Black Women's Wage Equality by Metropolitan Status

	Black Women's Earnings	White, non-Hispanic Men's Earnings	What Black Women Are Paid for Every Dollar Paid to White, non-Hispanic Men	Wage Gap
Rural	\$25,000	\$45,000	0.56¢	0.44¢
City	\$36,000	\$65,000	0.55¢	0.45¢
Suburban Areas	\$40,000	\$64,000	0.63¢	0.38¢

NWLC calculations based on 2016 American Community survey using IPUMS. Figures are in 2016 dollars. Median earnings are for full time, year round workers. Rural is defined as those whose households were located outside of a metro area. City is defined as those whose households were located inside a metro area and in a central/principal city. Suburban is defined as those whose households were located inside a metro area, but outside of a central/principal city.

Union membership is especially important for closing the wage gap for Black women.

- Among full time workers, Black women who are union members make 23 percent more (\$148 per week) than Black women who are non-union workers.²⁵
- Black women are the most likely group of women to be union members and yet in 2017, just 12 percent of employed Black women were members of unions.²⁶



1. National Women’s Law Center (NWLC) calculations based on U.S. Census Bureau, Current Population Survey, 2017 Annual Social and Economic Supplement [hereinafter CPS, 2017 ASEC], Table PINC-05, *available at* <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html>.
2. *Id.* Men and women self-identify their sex and race/ethnicity in the CPS. Black women self-identified themselves as Black or African American; the calculations are for Black alone. White, non-Hispanic men self-identified as white and specified that they were not of Hispanic, Latino, or Spanish origin. This fact sheet only addresses the wage gap for Black women, but the wage gaps for other groups of women compared to white, non-Hispanic men are also substantial. Among full time, year round workers, Latina women make only 54 cents for every dollar made by white, non-Hispanic men, Asian American women, 87 cents, white, non-Hispanic women, 79 cents, and Native American women, 57 cents. Data for the wage gap of Native American women was calculated using the 2016 American Community Survey 1 year sample. Wage gap figures are calculated by taking the median earnings of women and men working full, time year round. Median earnings describe the earnings of a worker at the 50th percentile – right in the middle.
3. NWLC calculations based on CPS, 2017 ASEC, *supra* note 1, Table PINC-05. The gap in median earnings between full time, year round working Black women (\$36,227) and white, non-Hispanic men (\$57,925) is \$21,698. Earnings are in 2016 dollars.
4. Mariko Chang, Asset Funders Network, *Women and Wealth Brief* (2015), *available at* https://www.mariko-chang.com/AFN_Women_and_Wealth_Brief_2015.pdf.
5. NWLC calculations based on U.S. Census Bureau, Current Population Survey, Historical Data, Table P-38: Full-Time, Year-Round Workers by Median Earnings and Sex, *available at* <http://www.census.gov/hhes/www/income/data/historical/people/>. Median earnings are in 2016 dollars. Figures may differ from those in other reports due to rounding or updated Census estimates. Data for white, non-Hispanic men are “white alone, not Hispanic” from 2002-2014, “white, not Hispanic” from 1987-2001 and “white” for years prior to 1987.
6. NWLC calculations based on American Community Survey 2016 using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek. Integrated Public Use Microdata Series: Version 6.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2017, *available at* <https://usa.ipums.org/usa/>. Foreign born was defined using citizenship status and includes both naturalized citizens and non-citizens.
7. NWLC, THE WAGE GAP BY STATE FOR BLACK WOMEN (Apr. 2018), *available at* <https://nwlc.org/resources/wage-gap-state-black-women/>.
8. NWLC, THE WAGE GAP BY STATE FOR WOMEN OVERALL (Sept. 2017), *available at* <https://nwlc-ciw49tixgw5lbab.stackpathdns.com/wp-content/uploads/2017/09/Wage-Gap-State-By-State-2017.pdf>.
9. CPS, 2017 ASEC, *supra* note 1, Table PINC-03: Educational Attainment, People 25 years old and over, by total money earnings in 2016, *available at* <http://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-03.html>. Figures are for full time, year round workers.
10. American Association of University Women, *Deeper in Debt* (May 2017), *available at* https://www.aauw.org/files/2017/05/DeeperInDebt_ExecutiveSummary-nsa.pdf.
11. NWLC calculations based on American Community Survey 2016 using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek. Integrated Public Use Microdata Series: Version 6.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2017, *available at* <https://usa.ipums.org/usa/>. Figures are for full time, year round workers. Female dominated occupations are more than 60 percent female. Male-dominated occupations are more than 60 percent male.
12. NWLC calculations based on American Community Survey 2016 1-year averages using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, Integrated Public Use Microdata Series: Version 6.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2017, *available at* <https://usa.ipums.org/usa/>. Data are for 2016. Figures are for employed workers. The low wage workforce is comprised of workers in occupations that typically pay less than \$11.50 per hour, and the high wage workforce is comprised of workers in occupations that typically pay \$48 or more per hour – the equivalent of about \$100,000 per year.
13. *Id.*
14. *Id.*
15. *Id.* Figure assumes a wage gap of \$33,000—the gap in median earnings between full time, year round working Black women (\$75,000) and white, non-Hispanic men (\$108,000) in high wage occupations in 2016—each year for 40 years. Figures are not adjusted for inflation.
16. *Id.*
17. NWLC calculations based on American Community Survey 2016 using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek. Integrated Public Use Microdata Series: Version 6.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2017, *available at* <https://usa.ipums.org/usa/>.
18. *Id.* Figures are in 2016 dollars. Median hourly wages are for full time, year round workers. Hourly wages are derived by dividing median annual earnings by 2,080 hours, which assumes a 40-hour work week for 52 weeks.
19. NWLC calculations based on American Community Survey 2016 using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek. Integrated Public Use Microdata Series: Version 6.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2017, *available at* <https://usa.ipums.org/usa/>.
20. NWLC calculations based on CPS, 2017 ASEC, *supra* note 1, Table PINC-05. All calculations are for full time, year round (defined as 50 weeks or more) workers.
21. Figure assumes a wage gap of \$21,698—the gap in median earnings between full time, year round working Black women (\$36,227) and white, non-Hispanic men (\$57,925) in 2016—each year for 40 years. Figures are not adjusted for inflation.
22. *Id.*
23. The U.S. Census Bureau, American Community Survey collects data from respondents about the location of their household. Rural is defined as those whose households were located outside of a metro area. City is defined as those whose households were located inside a metro area and in a central/principal city. Suburban is defined as those whose households were located inside a metro area, but outside of a central/principal city.
24. NWLC calculations based on American Community Survey 2016 1-year averages using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, Integrated Public Use Microdata Series: Version 6.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2017, *available at* <https://usa.ipums.org/usa/>.
25. Kayla Patrick and Sarah David Heydemann, National Women’s Law Center, UNION MEMBERSHIP IS CRITICAL FOR EQUAL PAY (Mar. 2018) *available at* <https://nwlc.org/resources/union-membership-critical-women%E2%80%99s-wage-equality/>.
26. NWLC calculations based on Bureau of Labor Statistics (BLS), Union Members – 2017, Table 1. Union affiliation of employed wage and salary workers by selected characteristics, *available at* <https://www.bls.gov/news.release/union2.t01.htm>.

