



Women's Council
· Wisconsin ·

WOMENSCOUNCIL.WI.GOV

FOR RELEASE

Contact: Christine Lidbury (608) 266-2219
or christine.lidbury@wisconsin.gov

WISCONSIN'S GENDER WAGE GAP NARROWS BUT STILL LEAVES WISCONSIN WOMEN BEHIND THE NATIONAL AVERAGE

Women of color are disproportionately affected, earning up to 40 cents less for every dollar earned by men.

Madison, WI (March 24, 2021) – National Pay Equity Day signifies the point into the current year that a woman, working full-time, year-round, must continue to work to earn what a man made in the previous year. Even greater disparities exist for women of color who must work longer into the year to catch up with men. This year, **National Pay Equity Day is Wednesday, March 24, 2021.**

82 cents • Nationally, women working full-time, year-round, earn 82 cents, on average, for every dollar earned by men, on average. However, once this gap is broken down by race and gender, greater disparities appear, where white women earn 90 cents, Black women earn 71 cents, Native women earn 69 cents, and Latinas earn 61 cents for every dollar earned by men, on average, while Asian American and Pacific Islander women experience near parity at the national level. Notably, wage gap disparities are also found between women of different racial and ethnic groups. Nationally, for example, there is a within-gender gap of nearly 30 cents for every dollar earned by white women (90 cents) versus Latinas (61 cents).*

81 cents • Wisconsin women working full-time, year-round, earn 81 cents, on average, for every dollar earned by men, on average. Breaking the data down by racial and ethnic group, white women earn 85 cent, Asian American and Pacific Islander women earn 80 cents, Black women earn 66 cents, Native women earn 68 cents, and Latinas earn 65 cents, for every dollar earned by men, on average. The even wider gaps and greater disparities that exist for women of color means they who must work even longer into the year to catch up with men.

“It is important to recognize that women of color, who experience a wage gap that exists at the intersection of multiple demographic factors, have long been disproportionately affected; and ... to recognize that workers may experience pay disparities based on sexual orientation or gender identity—which, in many cases, are not adequately protected by anti-discrimination laws— and transgender women are particularly impacted.” Gov. Evers’ Equal Pay Day Proclamation

