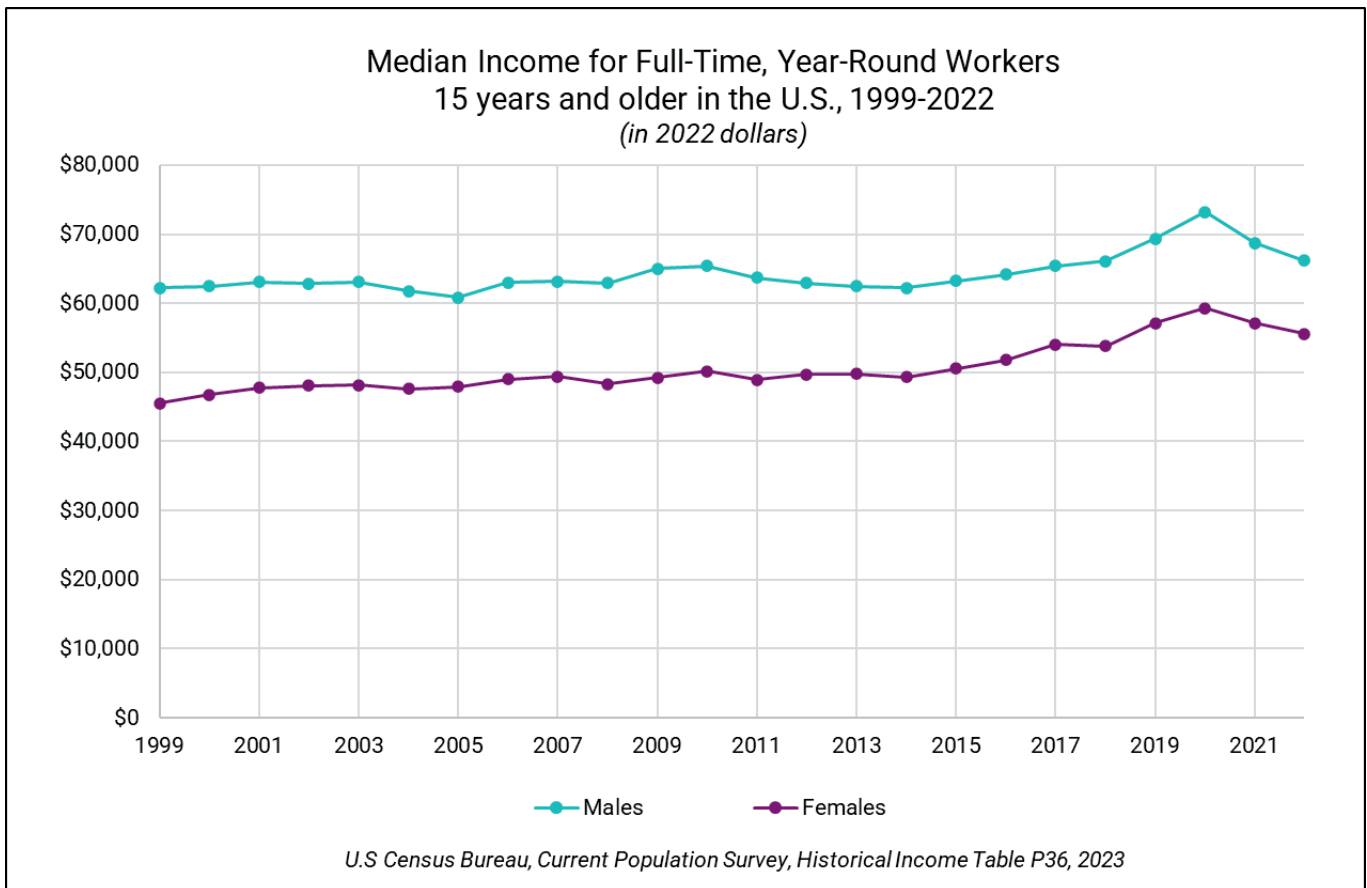




Pay Gap

In 1999, the typical full-time, year-round working woman earned about **75 cents** for every dollar earned by a man (U.S. Census Bureau, 2024b). By 2022, this gap had narrowed slightly, with women earning approximately **84 cents** for every dollar earned by a man. If progress continues at the same rate as it has since 1999, women will earn approximately **90 cents** for every dollar a man earns in 2045. The pay gap for women of color is even wider. In 2022, for every dollar paid to non-Hispanic, white men, Black women are paid 69 cents, Native American women are paid 59 cents, and Latina women are paid 57 cents, which translates to annual losses of \$22,120, \$28,747, and \$30,450, respectively (Javaid, 2024). While the narrowing of the pay gap signals positive change, it underscores the need for continued advocacy and policy reforms aimed at dismantling systemic barriers to gender equality in the workforce.



Call to Action: Hold employers accountable for adhering to NYS salary transparency and history laws!

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