**The Simple Truth About the Gender Pay Gap**

**A Persistent Inequity**

Over half a century after pay discrimination became illegal in the United States, a persistent pay gap between men and women continues to hurt our nation’s workers and our national economy.

Women working full time in the U.S. are still paid just 84 cents to every dollar earned by men — and the consequences of this gap affect women throughout their lives.  The pay gap even follows women into retirement: As a result of lower lifetime earnings, they receive [less in Social Security and pensions.](https://www.aauw.org/app/uploads/2020/02/Simple-Truth-Update-2019_v2-002.pdf) In terms of overall retirement income, women have only 70% of what men do.

Pay equity will remain an AAUW priority until the gap is fully eliminated. We hope *The Simple Truth* motivates and empowers you to join us in this cause.

[**DOWNLOAD THE FULL REPORT**](https://www.aauw.org/app/uploads/2020/02/AAUW-2018-SimpleTruth-nsa.pdf)

[**DOWNLOAD THE 2022 UPDATE**](https://www.aauw.org/app/uploads/2022/12/SimpleTruth_12.22_2.1-002.pdf)

**[GREY BOX]**

Women working full-time make 84% of what men earn.

**[DID YOU KNOW? BOX]**

At the current rate of progress, the gender pay gap will not close until 2088. We can’t – and won’t – wait that long.

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## Race and the Pay Gap

The gender pay gap is the result of many factors, including race and ethnicity, disability, access to education and age. As a result, different groups of women experience very different gaps in pay. The gender pay gap is a complex issue that will require robust and inclusive solutions.

* **Asian American Women** working full-time, year-round are paid **99 cents** and all earners (including part-time and seasonal) are paid **89 cents** for every dollar paid to non-Hispanic white men.
* **Black Women** working full-time, year-round are paid **69 cents** and all earners (including part-time and seasonal) are paid **66 cents** for every dollar paid to non-Hispanic white men.
* **Native Hawaiian and Pacific Islander (NHPI) Women** working full-time, year-round are paid 65 cents and all earners (including part-time and seasonal) are paid 61 cents for every dollar paid to non-Hispanic white men.
* **Latina** women working full-time, year-round are paid **57 cents** and all earners (including part-time and seasonal) are paid **52 cents** for every dollar paid to non-Hispanic white men.
* **Native Women** working full-time, year-round are paid 59 cents and all earners (including part-time and seasonal) are paid 55 cents for every dollar paid to non-Hispanic white men.
* [**Latinas and the Pay Gap**](https://www.aauw.org/resources/article/latinas-and-the-pay-gap/)
* [**Black Women and the Pay Gap**](https://www.aauw.org/resources/article/black-women-and-the-pay-gap/)
* [**Older Women and the Pay Gap**](https://www.aauw.org/resources/article/older-women-pay-gap/)

[UMBRELLA GRAPHIC]: Graphic with the umbrellas needs to be updated to current numbers. Will also be a good social media graphic. Use the data from here: [2022 Wage Gap Data.docx](https://aauw1.sharepoint.com/%3Aw%3A/s/AAUW_Box/EfonlZHrww1MgtzVM93WVgMBmjT0KR79NWXnva3-2pnewQ?e=I4GCJk)

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**EXPLORE THE ISSUE**

**Remove** “[**The Pay Gap in 25 Major U.S. Cities**](https://www.aauw.org/resources/article/pay-gap-in-metro-areas/)”