

# The Racialized Wage Gap Among Women in Durham, NC

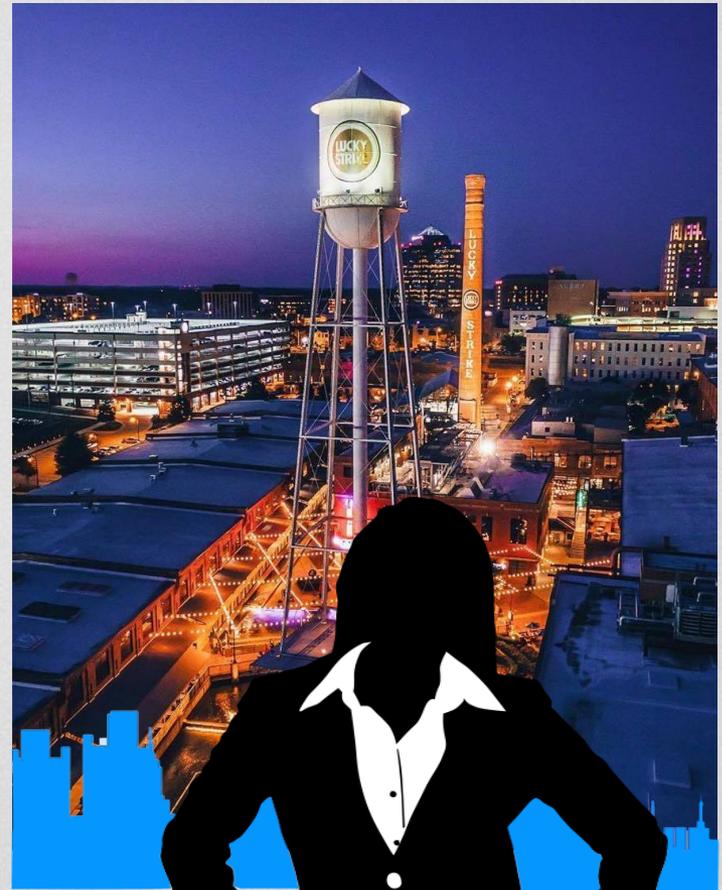
A woman with dark hair in a ponytail, wearing a light pink button-down shirt, is standing in a server room. She is holding a silver laptop and looking at the screen. The background shows rows of server racks with blue and green lights.

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# Objectives

- Gauge the level of awareness of the wage gap in Durham
- Explore the disparity between non-white and white women
- Identify personal challenges and barriers that could be associated with the gap



# Methodology

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- Literature Review
- Online survey
  - Distributed to 650 working women in Durham
  - Almost a 10% Response Rate (n=62)

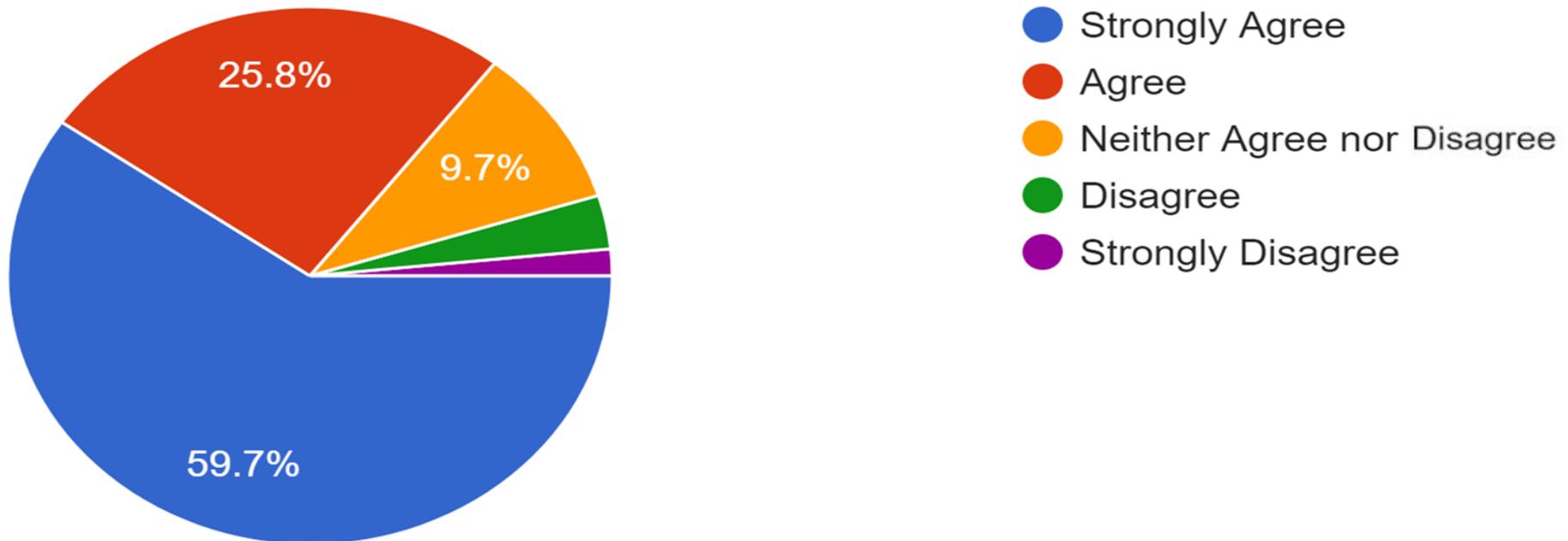


# Survey Respondents

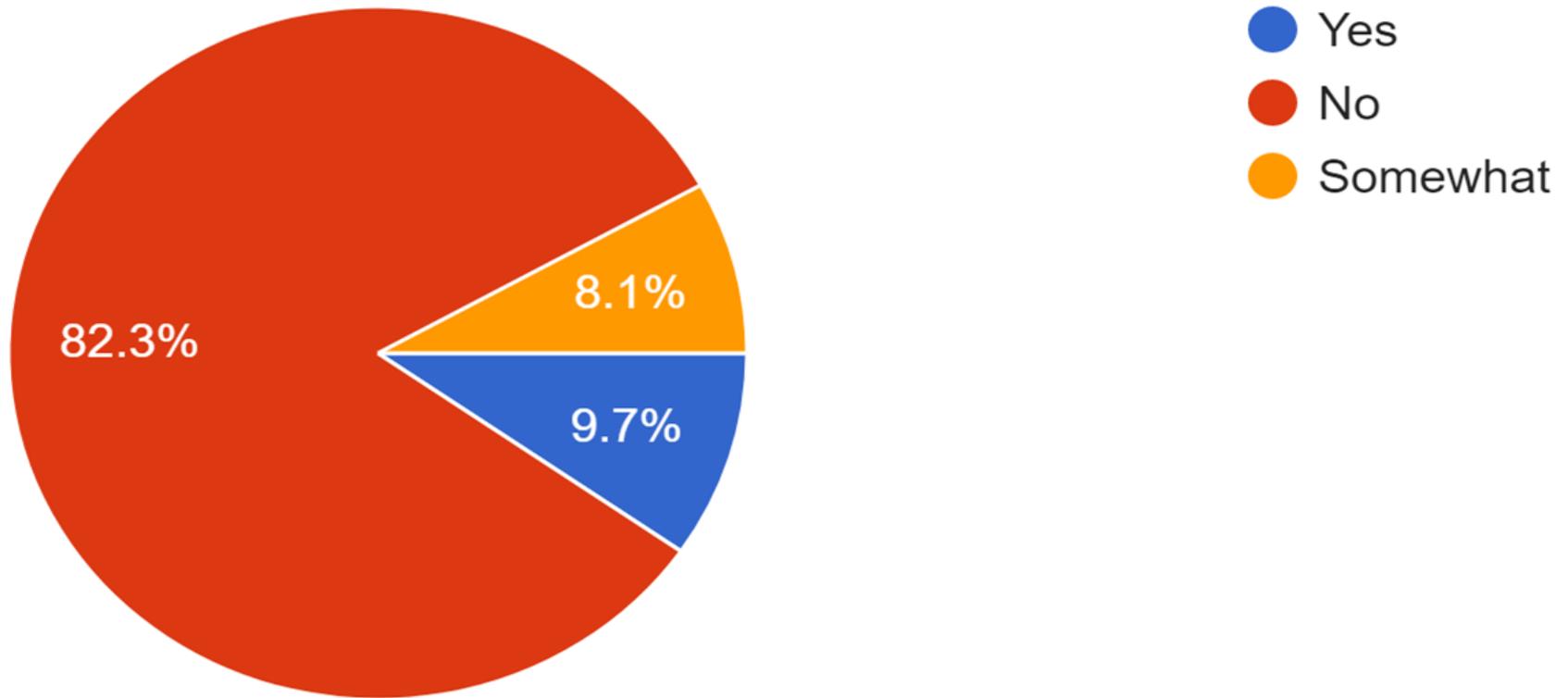
n=62

RACE	TOTAL
White/Caucasian	50.8%
Black/African- American	33.3%
Hispanic/Latino	11.1%
Asian	1.6%
Alaskan Native	1.6%
Native American/American Indian	1.6%
Bi-racial	1.6%
Ashkenazi Jewish	1.6%

Q. Before taking this survey, I was aware that there was a wage gap between non-white and white women.

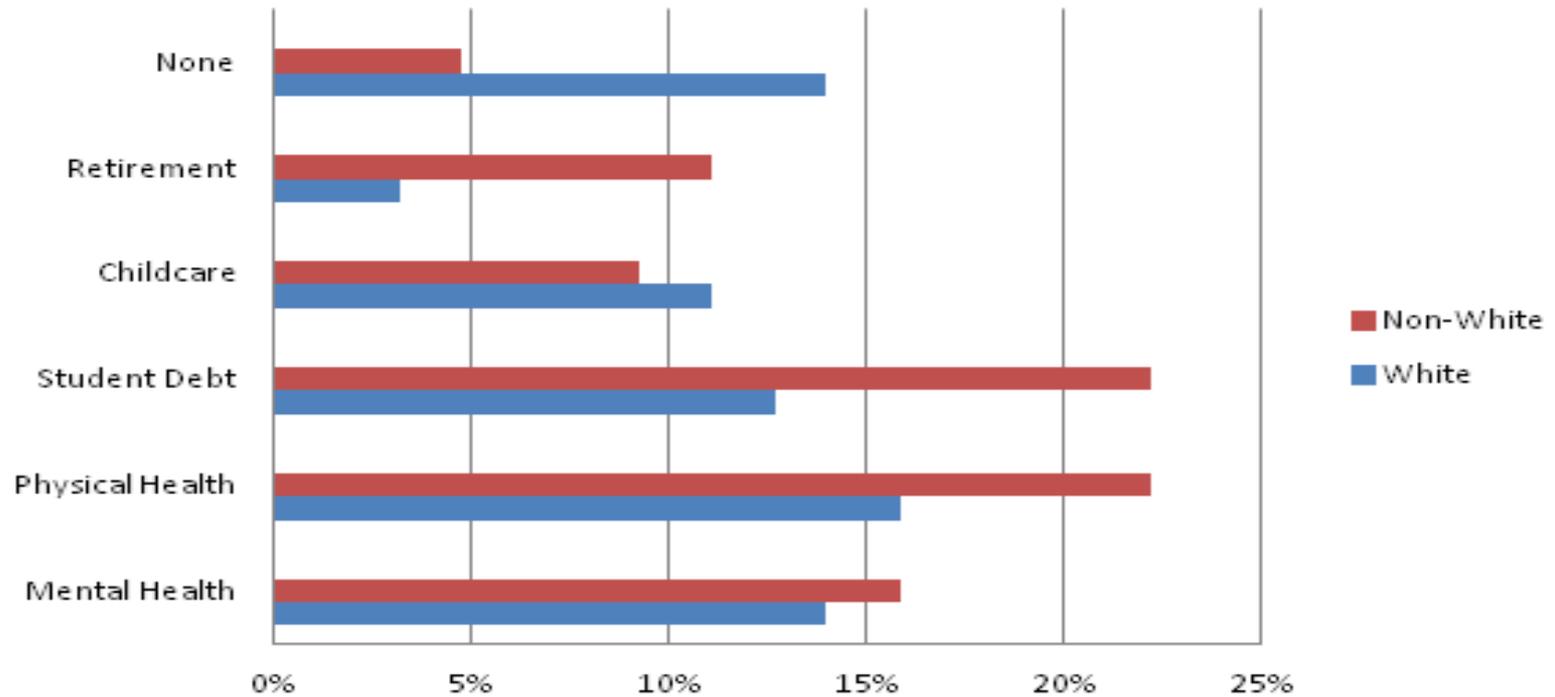


Q. Has the wage gap between non-white and white women been discussed in any way within your organization?



# Additional Findings

## Personal Challenges and Barriers Experienced by Working Women



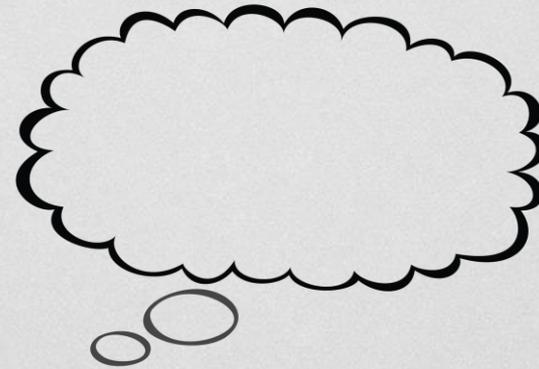
# What Women are Saying...

*“I hear all the time about the white men on my team and that they make more than the white women. That doesn’t take into account the fact that all the white women are in positions higher than the women of color.”*

***-Hispanic, Senior-Level, Private Sector***

*“There is a huge disparity between the wages of women and men, and they often are not better in their roles than their female counterpart.”*

***-White, Entry Level, Public Sector***

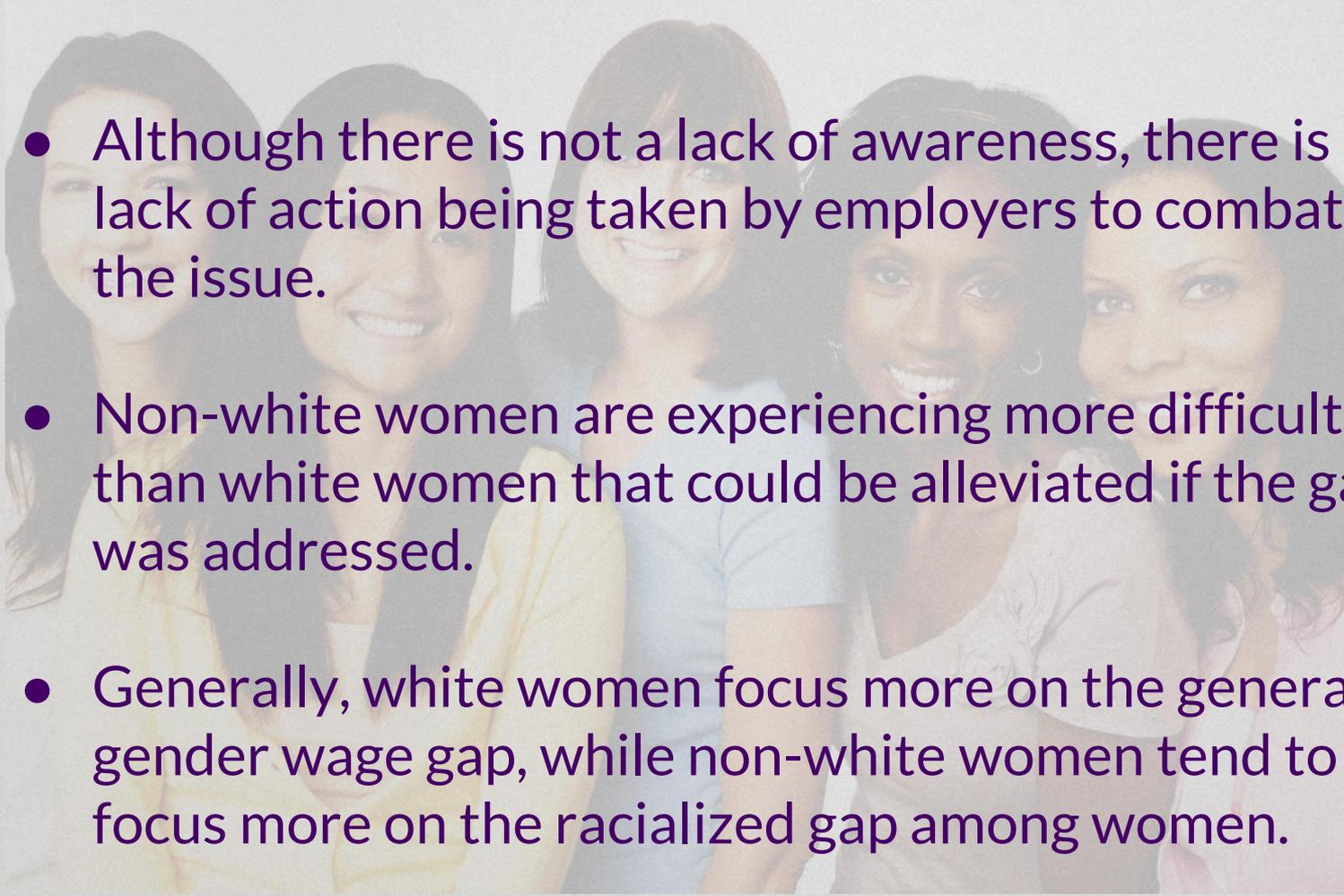


*“Women of color work much more, have more degrees, training, or certifications, and many of us also have part-time jobs; while white women often do not.”*

***-Black, Mid-Level, Public Sector***

# Key Takeaways

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- Although there is not a lack of awareness, there is a lack of action being taken by employers to combat the issue.
  - Non-white women are experiencing more difficulties than white women that could be alleviated if the gap was addressed.
  - Generally, white women focus more on the general gender wage gap, while non-white women tend to focus more on the racialized gap among women.

# Policy Recommendations



- Funding for future research on the racialized wage gap among women in Durham, NC
- Encourage Durham corporations to redefine value statements and company practices to reflect intersectional beliefs
- Educate legislators on intersectionality and the urgency of addressing the gap

# Next Steps



We all must continue to work to not only address the racialized wage gap among women, but address its effects and acknowledge it as a multifaceted entity.

# Acknowledgments

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- ❖ Ms. Beth Dehghan, Dr. Maria Riemann, WomenNC and my fellow 2018-2019 scholars
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- ❖ Durham Women's Commission
- ❖ Durham Mayor's Council
- ❖ Survey Participants (found in Appendix B of the formal report)