

Womens' Salary Slump is No Cause for Celebration

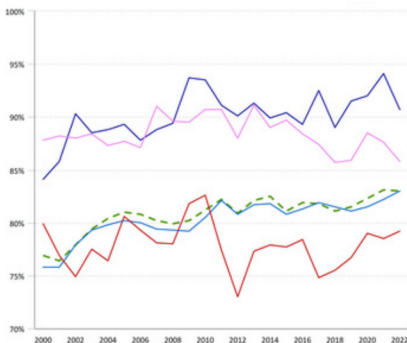


Zena Consulting
Founder / Owner

The USA has measured women's struggle to earn equal pay in the modern workforce for 100+ years. From 1960-2020, the closest we came to a man's dollar was an average and meager 65 cents.

Pew Research Center's new report on gender (wage and salary) earnings from 1980-2020 found encouraging but uneven progress. And disparity.

Women of Color Earn Much Less



US Bureau of Labor Statistics. See legend and article [here](#)

Our overall gains since 2002 was 82 cents. However, this number is averaged across all racial groups.

A closer look reveals stubborn and significant differences for Black and Hispanic women. They lag behind white women; earning only 70 cents and 65 cents, respectively, to every white man's dollar, in 2022.

Work/Life Balance Benefits Lower Wage Earners More

There's no one reason this gap exists. The pandemic hit women in general harder- and some mothers more than others. The vaccine only became available to young children in 2021- and even later for infants. When child care and schools closed, mothers had to work less or quit entirely- especially those who held low paying jobs, had less education, or lacked remote work options.

How can BIPOC women catch up? The majority of respondents said improving social and cultural attitudes to ensure workplace flexibility would increase ability to progress and maintain success.

EVENTS



Mar 16

Government Contracting, Training & Outreach Event

This is the best regional one-stop to promote your firm to government contractors. In Tacoma, WA. [Register](#).



Mar 20, 11:00-11:45 PDT

Our Brave Foremothers

Dr. Julie Pham of [Curiosity Based](#) will interview author Rozie Kennedy about Black, Brown, Asian, and Indigenous Women Who Changed the Course of History. [Register](#).



Mar 24

Coastal & SW Conference

Zena Consulting returns to present on *Making a Case for Rural DEI in Today's Multi-cultural Funding Environment*, in Ocean Shores, WA. [Register](#).

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