

The Racialized Wage Gap Among Women in Durham, NC

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OBJECTIVE

- § Gauge current level of awareness regarding the nature of the racialized wage gap among women in Durham
- § Focus on the disparity between pay for white and non-white women
- § Evaluate personal challenges that could be associated with the wage gap
- § Provide policy recommendations for Durham
- § Address barriers to intersectional women's rights

WHY DURHAM

Durham was selected, as Durham County is the first county in North Carolina to adopt a resolution that endorses the Convention on the Elimination of Discrimination Against Women (CEDAW). The City of Durham is the first city in North Carolina to ratify CEDAW. Durham also has one of the lowest gender wage gaps in the nation.

METHODS

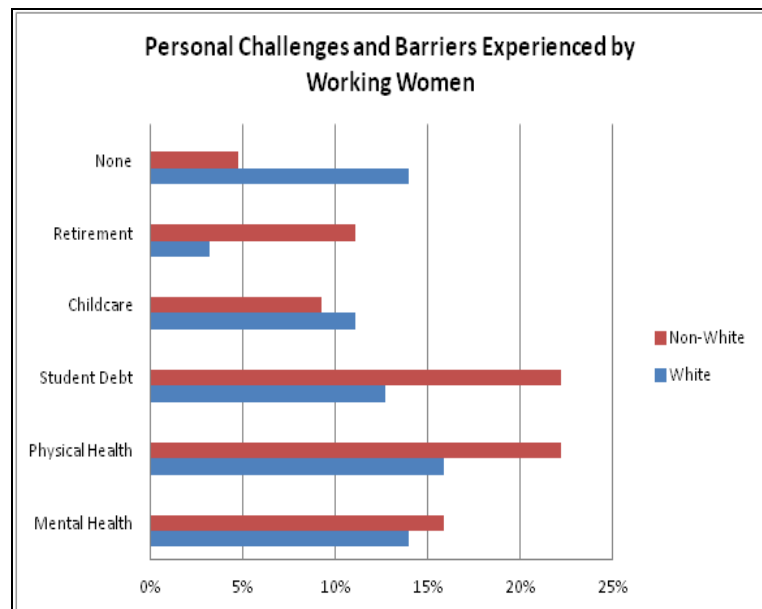
A literature review was conducted to help frame the research. A survey was developed under the guidance of the RTI International Global Gender Center and disseminated electronically to 650 working women in the City of Durham in the public and private sector. Data collection was anonymous with an approximately 10% response rate (n=62). Respondents were evenly split among early, mid, and senior career levels. Racial demographics of survey respondents included: Caucasian/White, Black/African-American, Hispanic/Latino, Asian, American Indian/Alaskan Native, Pacific Islander/Native Hawaiian, and self-identified others.

FINDINGS

"I hear all the time about the white men on my team; 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. The inequity is very real."

- Hispanic, Senior-Level, Private Sector

- **85.5%** of survey respondents agreed or strongly agreed that they were aware of the wage gap between white and non-white women.
- **82.3%** of respondents said nothing was being done within their company to address this issue.



CONCLUSIONS

Although there is not a lack of awareness of the gap, 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 in this study focus more on the general gender wage gap, while non-white women in this study 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, North Carolina
- § Educate female legislators on intersectionality and the urgency of addressing the gap
- § Encourage Durham corporations to redefine value statements and company practices to reflect intersectional beliefs

Note: There are nine recommendations in the full report. The most applicable are included here.