



INSIGHT®

Latinx Families in the Golden State: When Working Hard Isn't Enough

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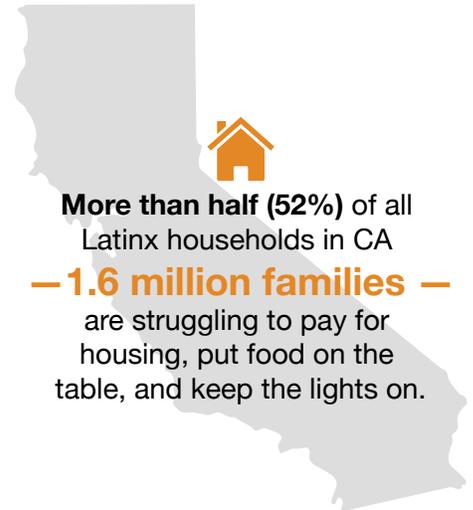


INTRODUCTION

America prides itself on a deeply rooted idea that through sheer determination and ingenuity, by working hard and picking themselves up by the bootstraps, anyone can make it financially. This is a widely held belief, across racial and ethnic groups. According to a 2018 Pew Research survey, Latinx people (77%) are more likely than the general public (62%) to believe that most people can get ahead with hard work, and that each generation will be better off than the last through this path.¹ **But for Latinx people in California, the promise of the American dream remains out of reach.**

Today, Latinx people work long hours, sometimes at multiple jobs, in the quest to provide for themselves and their families. Yet many are still just barely scraping by to adequately take care of their families. **More than half (52%) of all Latinx households in California – or 1.6 million families – are struggling to pay for housing, put food on the table, and keep the lights on.**

Defining features of our economy are driving economic insecurity among Latinx people. Coordinated legal and policy attacks on unions and the rise in market power contribute to a dismantling of union membership and to an erosion of working people's power. The structure of jobs is also changing. Subcontracting has eliminated the opportunities for janitors or factory floor workers to build careers in large businesses. At the same time, a huge increase in temporary employment has reduced stability and removed the benefits of traditional employment – like retirement or paid sick time – for many working Latinx people. These trends have a major economic impact on Latinx people, and hard work alone does very little to counter them. Working hard has not resulted in Latinx people becoming financially secure despite fueling much of California's economy dating back to before the state's inception.



From the seizure of Latinx land in Chavez Ravine in Los Angeles to the generations-long fight for fair wages for farm workers, Latinx people have been systematically denied the same opportunities as their white counterparts. The most significant contributor to financial instability and economic insecurity is a lack of access to well-paying jobs. Latinx people are packed into lower-wage jobs and are largely unable to access the higher-wage jobs that other groups have available to them. On the rare chance that Latinx workers manage to land higher-wage jobs, they are paid far less than other Californians.

Using the California Family Needs Calculator (FNC), a tool that provides a comprehensive analysis of a household's economic security using real-world factors such as the actual cost of housing, child care, transportation, and food,

WHAT IS THE CALIFORNIA FAMILY NEEDS CALCULATOR?

An alternative measure to the Federal Poverty Line (FPL), the California Family Needs Calculator (FNC) is a “bare bones” budget that takes into account families of various sizes. It is representative of the actual costs of living, and includes housing, child care, groceries, healthcare, transportation, some miscellaneous items (clothing, shoes, diapers, nonprescription medicines, cleaning products, household items, personal hygiene items, and telephone service) and taxes. It does not include a vacation, take-out food, loan payments, or taking a ride service. The FNC gives an accurate picture of the minimum income needed for over 700 family types by county to meet their most basic needs and is more useful than the FPL. Although groundbreaking when first created close to 50 years ago, the FPL is constrained by using a woefully archaic methodology in measuring poverty. Across California, we see that incomes need to be far above the FPL in order for families to make ends meet.

Visit insightcced.org/2018-family-needs-calculator/ to explore the California Family Needs Calculator further.

¹ Lopez, H., Ana Gonzalez-Barrera, & Jens Manuel Krogstad. (September 2018). Latinos are more likely to believe in the American dream, but most say it is hard to achieve. *Pew Research Center*. Retrieved from: <https://www.pewresearch.org/fact-tank/2018/09/11/latinos-are-more-likely-to-believe-in-the-american-dream-but-most-say-it-is-hard-to-achieve/>

along with analysis of other key data points, this brief provides a true picture of the economic security of Latinx people in California. Specifically, this brief highlights how Latinx families across the state are struggling every day, with limited access to quality jobs and wages far below that of their peers, how **Latinx women in particular face added barriers to achieving economic security, and how educational attainment is not an economic equalizer for Latinx Californians.** Finally, we uplift key policy solutions that can holistically and accurately address these issues.

LATINX FAMILIES STRUGGLE TO KEEP AFLOAT IN AN ECONOMY NOT BUILT FOR THEM TO THRIVE

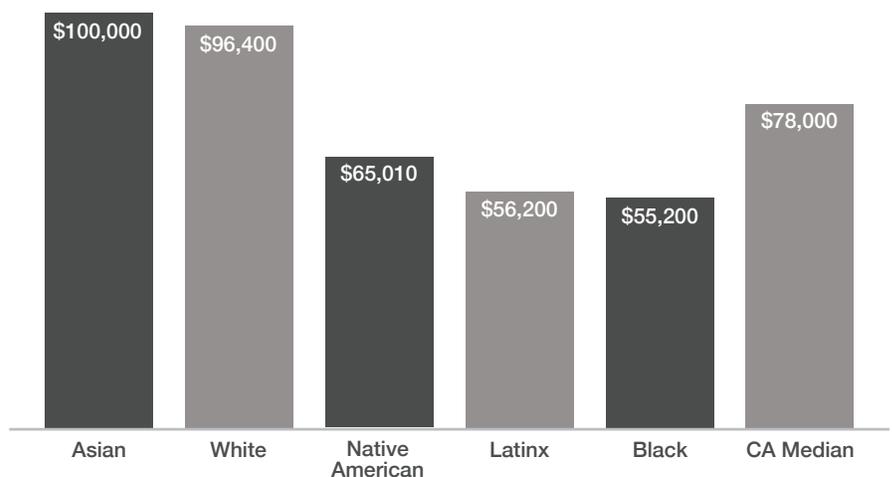
By all traditional economic measures, California's labor market is stronger than ever. Joblessness is at historic lows.² California's gross domestic product grew by \$127 billion from 2016 to 2017, topping \$2.7 trillion.³ But these markers used to determine the vitality of our economy fail to capture the reality of ordinary Californians. Metrics like gross domestic product, which is the sum total of all the goods and services we produce, do not tell us who actually gains from economic growth or about working people's well-being. Policymakers and politicians have created structures to ensure that the biggest economic gains are hoarded by a very few, while many Californians are left wondering why they are still struggling to pay their bills.

While economic growth in recent years has resulted in California becoming the fifth largest economy in the world, it has also made the state one of the most expensive places to live in America, pushing many households to the margins of our economy, particularly those with little to no wealth.⁴ **More than one in three households in California cannot afford the bare necessities of life without outside help.** These are not the makings of a strong economy.

While families of all races and ethnicities are struggling, California's Latinx families are struggling the most. California's economy remains intimately tied to the well-being of its Latinx communities. Latinx people represent the largest racial or ethnic group in California, with over 39% of all residents identifying as Latinx. You can find Latinx people at all levels of the economy, from entry-level service positions to the highest paid professions and industries. **Yet, for more than half of all Latinx people in California, the decisions and practices that shape our economy have failed to help them secure the quality of job necessary to become economically secure.**

Wages are a significant driver of economic insecurity among Latinx households, which are paid less than their white and Asian peers. The median household income in California is \$78,000, but only \$56,200 for Latinx households. **The typical Latinx household has an income that is \$40,000 less than their white peers,** who have a median household income of \$96,400 a year. This wage gap ensures that Latinx families struggle every day.

MEDIAN HOUSEHOLD INCOME IN CALIFORNIA BY RACE AND ETHNICITY



SOURCE: U.S. CENSUS BUREAU, AMERICAN COMMUNITY SURVEY (ACS), 2016 PUBLIC USE MICRODATA SAMPLE (PUMS) DATA

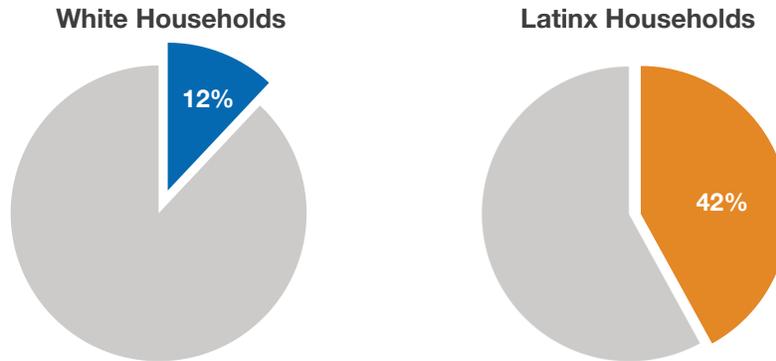
2 Bird, M, Sarah Bohn, et al. (January 2019). California's Future. *Public Policy Institute of California*. Retrieved from: <https://www.ppic.org/wp-content/uploads/californias-future-january-2019.pdf>

3 Bureau of Economic Analysis. (2017). Gross Domestic Product by State. *U.S. Department of Commerce*. Retrieved from: <https://www.bea.gov/data/gdp/gdp-state>.

4 Associated Press. (May 2018). California is now the world's fifth largest economy, surpassing United Kingdom. *Los Angeles Times*. Retrieved from: <https://www.latimes.com/business/la-fi-california-economy-gdp-20180504-story.html>

In much of America today it is a near necessity to have two adults working in order to shore up the household's financial well-being, yet low wages for Latinx workers have contributed to startling instability in Latinx households even when multiple people in the household work. Latinx households with at least two workers are more than three times as likely as white households to be unable to meet their basic needs. A full 42% of Latinx households with at least two workers are unable to afford to meet their basic needs, compared to just 12% of white two or more worker households.

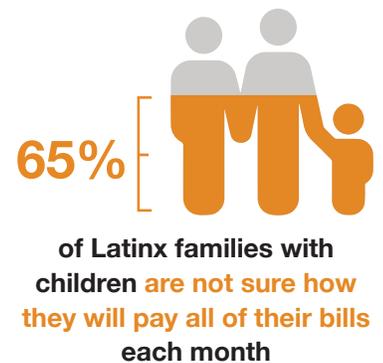
PERCENTAGE OF HOUSEHOLDS WITH TWO OR MORE WORKERS THAT CAN'T MAKE ENDS MEET



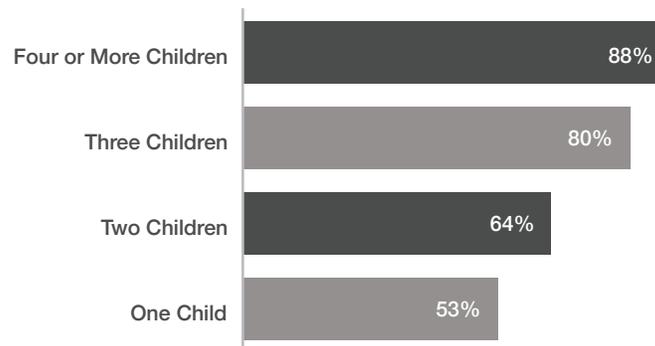
SOURCE: U.S. CENSUS BUREAU, AMERICAN COMMUNITY SURVEY (ACS), 2016 PUBLIC USE MICRODATA SAMPLE (PUMS) DATA

California's economy reinforces a system of insecurity for our worst off families by benefiting the highest-income brackets and punishing those in lower-income brackets. Since 1980, families in the top income brackets have had their incomes grow 50-60%, while the middle-income family of four has only seen a 22% increase in wages. It took a decade for the incomes of families who are paid the lowest wages to reach the 2007 pre-recession income levels.⁵ Existing economic rules and practices advance those who already have an advantage, and ensure that California's worst off remain economically insecure.

Families with children face even greater economic hardship. **More than six in ten (65%) Latinx families with children are not sure how they will pay all of their bills each month.** Having even a single child increases a family's likelihood of financial instability – 53% of Latinx households with just one child have unmet needs according to the FNC. With each subsequent child, the likelihood that a household cannot afford to meet their monthly expenses increases. Even marriage, which historically increases economic security through a pooling of resources, provides no relief. Among married Latinx households with children, 60% are sitting at the kitchen table each month, making difficult decisions about which of their mounting bills to pay.



PERCENTAGE OF CA LATINX HOUSEHOLDS THAT CAN'T MAKE ENDS MEET BY NUMBER OF CHILDREN



SOURCE: U.S. CENSUS BUREAU, AMERICAN COMMUNITY SURVEY (ACS), 2016 PUBLIC USE MICRODATA SAMPLE (PUMS) DATA

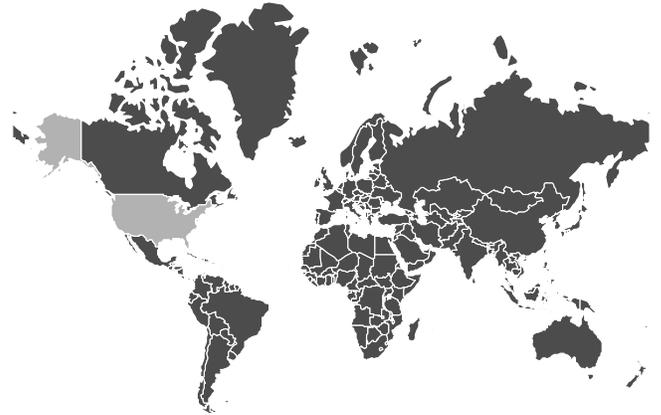
⁵ Bird, M, Sarah Bohn, et al. (January 2019). California's Future. *Public Policy Institute of California*. Retrieved from: <https://www.ppic.org/wp-content/uploads/californias-future-january-2019.pdf>

IMMIGRANT LATINX FAMILIES

California is a state that prides itself on its diversity, particularly in respect to its immigrant population. As a state that has been built by immigrants, immigrant communities have always been a source of strength. More than one-half of California's nearly 3.3 million immigrant households are Latinx (1.68 million). Yet, hundreds of years of policy decisions by elected officials have created an economy where a majority of Latinx immigrants in California struggle to survive. **About 61% of Latinx people who were born outside of the country can barely make ends meet.** The median income for a Latinx person born outside of the United States is just \$25,734, not nearly enough to live in one of the most expensive states in the country. English language proficiency is also no guarantee of security – 41% of all Latinx immigrants who say they speak English very well are unable to cover their most basic expenses.

Median Income for a Latinx Person Born Outside of the United States

\$25,734



FOR LATINX PEOPLE, WORKING DOES NOT LEAD TO ECONOMIC SECURITY

Conventional wisdom tells us that if you are working, you should not live in poverty. However, for Latinx communities, work is no longer a way out of poverty or a sure path to being economically secure. Working a full-time job should bring the promise of the ability to pay your bills, keep a roof over your head, and provide for your family. Yet **among Latinx people who work full time, 41% struggle to pay for basic needs** such as shelter and food. The most obvious culprit of financial instability among Latinx people is the quality of jobs available to them. Latinx people are in jobs that fail to provide them the wages necessary to survive in California. Even when they do have access to higher-wage jobs, Latinx people are paid less than their peers.

MOST COMMON JOBS

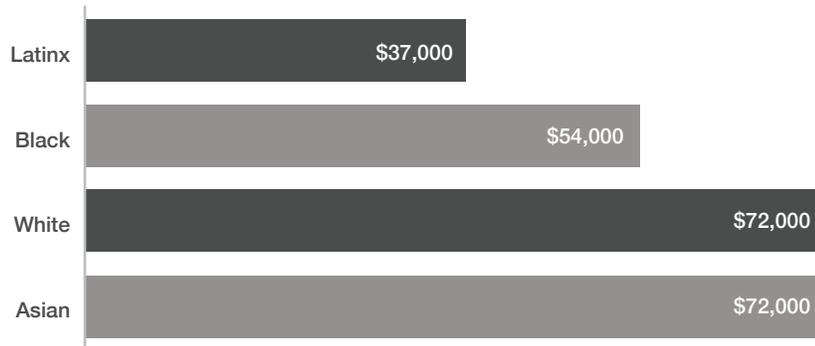
Californians, on average, have some of the highest incomes in the United States. With a statewide median income of over \$70,000, California households' incomes are about \$20,000 more than the national median income. An analysis of the most common jobs in the state reinforces this, with Californians overwhelmingly working in higher-wage jobs. The most common job in California is a management position, with an average annual wage of over \$100,000, almost double the median household income in the United States.

Yet Latinx workers are almost entirely excluded from these high-wage jobs. An analysis of the most common jobs across racial and ethnic groups reveals significant income inequality between Latinx workers and their peers. Compared to the three other largest racial and ethnic groups in California, Latinx workers are excluded from many of the highest-wage jobs. Instead, Latinx workers are placed into jobs such as grounds maintenance, construction, and farming, with low pay and few opportunities for advancement.

Among the ten most common jobs for a Latinx worker in California, nine pay less than \$40,000 a year, and four pay less than \$25,000. The median annual wage for the jobs for which a Latinx worker is most likely to be employed is just over \$37,000. White workers, on the other hand, are well represented in some of the highest-wage jobs in the state – management, healthcare, and tech jobs. Only one of the top ten most commonly held jobs by white workers in California pays under \$40,000 a year. Three of the most common jobs pay over \$100,000 a year.

The median annual wage among the most common jobs for white and Asian workers is over \$72,000, close to double that of Latinx workers. Black workers are paid less than their white counterparts, but still much more than Latinx workers. The median annual wage among the most common jobs for Black workers is over \$54,000 a year. See Table 1 in the Appendix for the most common jobs and wages among racial and ethnic groups in California.

MEDIAN ANNUAL WAGE AMONG TOP TEN MOST COMMON JOBS BY RACE AND ETHNICITY



LATINX PEOPLE ARE UNDERPAID, EVEN AT THE HIGHEST WAGES

Access and opportunity to higher-paying jobs alone will not fix the income inequity for Latinx households. Even when Latinx workers are employed in jobs that traditionally pay the most, they are paid less than other workers. Among the ten highest-paid positions in California, the average Latinx worker is paid less than the state average in every single position. On average, Latinx workers are paid 22% less than the other people employed in one of the ten highest-paid jobs. Even in the positions where their pay is closest to the state average – protective service jobs and military occupations – Latinx workers still are paid less than their peers.

White workers enjoy a completely different experience, as they are paid more than the average California worker at every single position. White workers are paid an average wage that is 8% higher than California as a whole. When you compare the wages of Latinx workers and white workers, the differences are even more glaring. **White workers are paid an average of 27% more than Latinx workers employed in the same positions.**

This reduced pay puts a ceiling on the level of economic success and security that Latinx people can attain. Among sales positions, arguably the easiest job to obtain among the ten highest-paid professions in California, Latinx workers are paid 37% less than their peers. Latinx people working in sales are paid half of what white workers are paid. See Table 2 in the Appendix for the highest paid jobs in California by racial and ethnic group.



LATINX WOMEN BEAR THE BRUNT OF OUR ECONOMIC POLICIES AND DECISIONS

Women are the backbone of our society, yet are devalued by our economy. Decisions by political and business leaders have made it so occupations traditionally considered “women’s work” – the care industry, food preparation, cleaning, administrative support, among others – have the lowest wages, and the least benefits. The National Women’s Law Center reports that while women make up about half the workforce, they constitute 70% of employees whose jobs paid less than \$10 per hour.⁶ Black and Latinx Millennial women, in particular, continue to be overrepresented in low-paying jobs.⁷

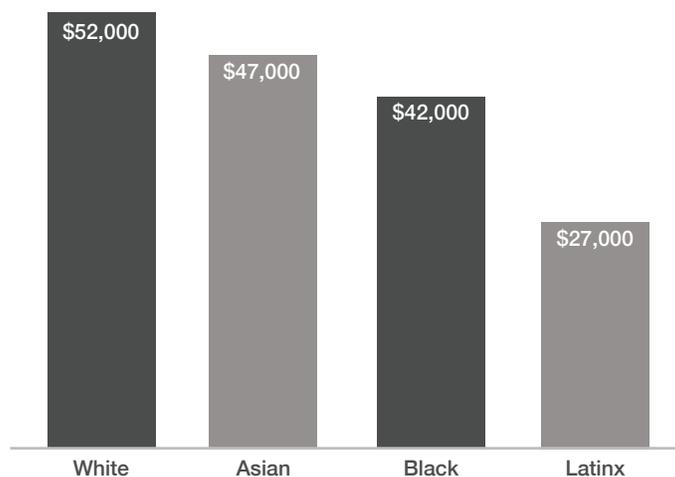
⁶ Tucker, Jasmine and Kayla Patrick. (2017). *Low-Wage Jobs are Women’s Jobs: The Overrepresentation of Women in Low-Wage Work*. National Women’s Law Center.

⁷ Hegewisch, Ariane, Hannah Liepmann, Jeffrey Hayes, and Heidi Hartmann. (2010). *Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap*. Institute for Women’s Policy.

The story is similar in California where low-paying work among women fuels stark gender differences, as women, in general, are paid far less than their male counterparts. Wage differences for Latinx women are also larger than that of any other racial or ethnic group. **Nearly half (46%) of all Latinx women are unable to meet their basic needs.** Single women are the worst off, with **63% of single Latina headed households unable to make ends meet.** Men fare better, though they continue to struggle. One out of every three Latinx men are barely scraping by.

The hidden rules of our economy and education systems – the laws, policies, regulations, and normative practices that establish a racial and gender hierarchy of opportunity – ensure that Latinx women are funneled into lower-wage jobs. **The median annual wage among the most common jobs for Latinx women is only \$27,000 a year.** Among the ten most common jobs for Latinx women, six pay less than \$30,000 a year, and half pay less than \$25,000 annually. Latinx women are more likely to be found cleaning buildings, working in food service, or as personal care aides than they are to be working in management.

MEDIAN ANNUAL WAGE OF TOP TEN JOBS FOR WOMEN



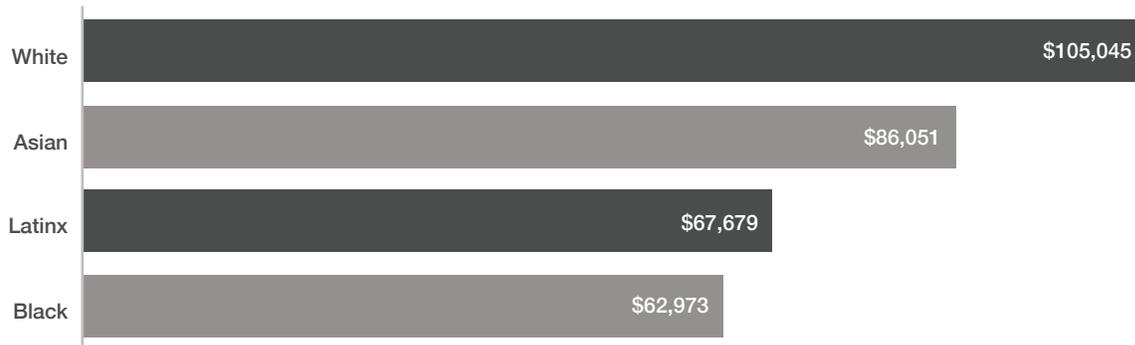
In contrast, white women are much more likely to work in business and financial occupations or as health professionals. The median annual wage among the most common jobs for white women – \$52,000 – is double that of Latinx women. Eight of the ten most common jobs for white women pay over \$40,000 a year, and four pay more than \$70,000 annually. Asian women similarly are paid more than Latinx women. Asian women have a median annual wage of \$47,000 and have greater access to higher-wage jobs than Latinx women. Black women are also underrepresented in the highest-wage jobs, but still are paid more than their Latinx counterparts. The median annual wage among the most common jobs for Black women is about \$42,000 a year. See Table 3 in the Appendix for the most common jobs for women in California by racial and ethnic group.

Employers also lock out Latinx women from achieving greater economic security, as Latinx women are also paid less than men when they work similar jobs. For example, Latinx women working in transportation are paid about \$25,000 a year while Latinx men are paid over \$36,000. The median annual wage for Latinx men is \$38,000, more than \$10,000 higher than the median annual wage of \$27,000 a year for Latinx women. Both the quality of jobs available to Latinx women and the rate of pay contribute to this significant difference. See Table 4 in the Appendix for the most common jobs for Latinx women and men in California.

EDUCATION IS NO GUARANTEE OF ECONOMIC SUCCESS FOR LATINX PEOPLE

Conventional wisdom holds that a college degree is a key driver of economic mobility and the “great equalizer” among racial and ethnic groups. Yet for Latinx workers, education is no guarantee of economic success. Among the ten most common jobs for Latinx workers with a bachelor’s degree or higher, the median annual wage is \$67,679. **For white workers with a bachelor’s degree, the median wage is \$105,045, nearly \$40,000 higher.** Asian workers also are paid more than Latinx workers, with an annual median wage of \$86,051. Among those with college degrees, Black workers are the only group that is paid less than Latinx workers, with an annual median wage of \$62,973.

MEDIAN WAGE OF TOP TEN JOBS FOR WORKERS WITH A BACHELOR’S DEGREE BY RACE AND ETHNICITY



The most common job for people with at least a bachelor’s degree across all racial and ethnic groups is a management occupation. Yet when it comes to pay, individuals from different racial and ethnic groups face starkly different wages. The average annual wage for a Latinx worker in a management position is \$88,201, the lowest amount among all racial and ethnic groups. White people working in management are paid over \$133,000 a year, \$45,000 more annually than Latinx workers. Asian managers are paid \$122,923, and Black managers are paid \$97,506. Even in the lowest wage positions, Latinx workers with a bachelor’s degree are paid less than their white counterparts. Latinx people employed in office and administrative support positions are paid about \$12,000 less than their white counterparts. Time and again, across all positions, Latinx workers are paid less than their white peers.

Additionally, an advanced degree does not guarantee access to all the best jobs or the highest wages for Latinx workers. For example, none of the most common jobs for Latinx workers with a bachelor’s degree or above pay \$100,000 a year, whereas six out of ten of the most common jobs for white workers with a bachelor’s degree or above pay over \$100,000. Latinx workers are also pushed into lower-wage jobs that white workers are rarely forced into. The seventh most common job for Latinx workers with a college education is in Community and Social Service Occupations, which is one of the lowest paying jobs for people with a bachelor’s degree or above. Yet among white workers, it does not even crack the top ten list. See Table 5 in the Appendix for the most common jobs for California workers with a bachelor’s degree by racial and ethnic group.

IT WILL TAKE BIG, BOLD SOLUTIONS TO LIFT UP LATINX PEOPLE

There are no simple solutions to the economic barriers Latinx people in California face. No policies will dismantle the long history of structural racism and economic exclusion that has left Latinx workers underpaid and trapped in low-wage jobs, living one bad week away from poverty. However, there are policy fixes that can lay the foundation for improving the lives of Latinx people. Through a mix of bold, transformative policies and common-sense reforms, California can begin to reverse hundreds of years of discrimination.

EXPAND EITC FOR IMMIGRANTS

California is proud of its immigrant heritage, and a majority of Californians believe immigrants are a benefit to the state.⁸ Yet immigrants in California struggle more than almost any other group. More than 60% of Latinx immigrants live paycheck to paycheck. Support specifically for immigrants, a majority of whom in California are Latinx, would go a long way toward increasing economic stability in the state.

One simple way to promote economic stability for immigrant families is to **expand California's earned income tax credit to include ITIN filers**. ITIN filers are immigrants to the country who file and pay taxes to the federal and state governments. While California expanded its earned income tax credit program (CalEITC), the state failed to pass language that would have made sure that immigrants who file taxes are eligible for the benefits. Expanding CalEITC to include immigrants would be a simple economic boon for some of California's most vulnerable households, providing additional support for people who struggle every day.

HOUSING PROTECTIONS FOR TENANTS

Housing represents one of the most significant barriers to economic stability within California, and California policymakers must ensure everyone has access to affordable housing. Statewide, more than 47% of Latinx people are housing cost-burdened, meaning they pay more than 30% of their income on housing alone. The recent passage of the Tenant Protection Act of 2019 provides much-needed relief for families struggling to afford the rising cost of housing across California, but it does not go far enough. Gentrification is forcing lower-income families, particularly Latinx households, to live further away from quality jobs, particularly in our coastal cities. The state must provide further tenant protections to ensure Latinx people can achieve economic stability today.

The most direct way to further protect tenants in California is to **repeal the Costa-Hawkins Act's ban on restricting vacancy increases**. The recent passage of statewide rent increase caps will help families manage their expenses, but the ability to raise rents significantly between tenants will continue to fuel displacement and community change across California. California must also pass **rent protections for elderly and disabled tenants**, by capping allowable annual rent increases to inflation. California policymakers should also **repeal the Ellis Act**, which encourages displacement and serves as the ultimate work-around to tenant protections. Finally, in the long term, California must guarantee a **right to housing** for all residents, ensuring that all people are able to live in California, regardless of income.

UNIVERSAL CHILD CARE

California has some of the highest child care costs in the nation, with estimated annual care options costing as much as \$20,000 a year.⁹ This is of particular concern for Latinx people, with 42% of all Latinx households having a child present in the home. In order to help Latinx families improve their standing, California must **make child care free for all Californians**. This would especially go a long way for Latinx women, as the responsibility for child care often falls on them.

Child care costs are growing exponentially in California, and Latinx families are not paid enough to keep up. Making child care free for families would ensure that parents have somewhere safe to send their children while they work. Free child care, from birth until adulthood, would transform the lives of parents who struggle every day to find the money to keep their children in care.

8 Johnson, H., & Sergio Sanchez. (May 2019). "Immigrants in California." *Public Policy Institute of California*. Retrieved from: <https://www.ppic.org/publication/immigrants-in-california/>

9 Child Care Aware of America. (2018). "The US and the High Cost of Child Care." *Child Care Aware of America*. Retrieved from: <https://info.childcareaware.org/hubfs/appendices%2010.19.18.pdf>

CALIFORNIA SOCIAL INHERITANCE ACCOUNTS

Racism and xenophobia have fueled the economic exclusion of Latinx people in California. Hundreds of years of oppression cannot be undone in an instant. In order to ensure that all Latinx people are given the opportunity to become economically secure, California must enact transformative policies that will help future generations. The **establishment of California Social Inheritance Accounts, which would invest money on behalf of newborn infants until they reach the age of eighteen**, would be a major step toward alleviating inequalities and helping future generations become and remain economically secure.

Building on a proposal by economists Dr. Sandy Darity and Dr. Darrick Hamilton, a California Social Inheritance Account would be a public trust fund maintained by the state. Every newborn would be seeded with \$1,000 and the government would deposit as much as \$2,000 into that account every year until the child turns eighteen. The amount of the account endowment would be graduated on the basis of the child's parental wealth, with lower-wealth families receiving larger checks. Funds would be restricted to a set of wealth-building investments, like education, retirement, or homeownership. A typical middle-class young adult would receive around \$25,000. A rough estimate of the cost in California would be \$5 billion annually.

For Latinx families, these accounts would represent the difference between prolonged, intergenerational poverty and an economically bright future. This proposal would change the lives of Latinx children, giving them the freedom and opportunity to pursue any wealth-building goals, despite continued discrimination in the labor market.

CONCLUSION

Latinx people helped build California into what it is today, but they have been denied the opportunity to benefit from the economic successes of one of the world's largest economies. In order to give everyone in California the chance to thrive, we must enact laws that address financial instability and insecurity. California must expand CalEITC to include immigrant workers, reduce the rising costs of housing and child care, and invest in bold and ambitious strategies such as California Social Inheritance Accounts to address deeply entrenched economic inequality.

ACKNOWLEDGMENT

The Insight Center would like to thank the San Francisco Foundation for their generous support of our work and this publication.



APPENDIX

TABLE 1. MOST COMMON JOBS AND WAGES AMONG RACIAL AND ETHNIC GROUPS

Latinx	Annual Wage	White	Annual Wage	Black	Annual Wage	Asian	Annual Wage
Office and Administrative Support	\$39,644.04	Management	\$123,051.44	Office and Administrative Support	\$43,105.21	Management	\$117,610.32
Transportation and Material Moving	\$37,958.92	Office and Administrative Support	\$51,169.29	Management	\$90,541.43	Computer and Mathematical	\$120,298.44
Building and Grounds Cleaning and Maintenance	\$19,843.40	Sales and Related Occupations	\$79,429.50	Transportation and Material Moving	\$39,898.87	Office and Administrative Support	\$48,108.61
Construction and Extraction	\$38,258.39	Education, Training, and Library	\$58,223.32	Sales and Related Occupations	\$38,546.12	Healthcare Practitioners and Technical	\$111,263.70
Sales and Related Occupations	\$39,413.65	Business and Financial Operations	\$92,817.48	Personal Care and Service	\$20,358.48	Business and Financial Operations	\$87,921.55
Production	\$36,180.46	Healthcare Practitioners and Technical	\$101,348.68	Healthcare Practitioners and Technical	\$73,565.96	Sales and Related Occupations	\$56,530.37
Management	\$70,255.90	Arts, Design, Entertainment, Sports, and Media	\$66,156.23	Business and Financial Operations	\$70,088.10	Architecture and Engineering	\$113,334.98
Food Preparation and Serving Related	\$24,577.61	Computer and Mathematical	\$113,710.53	Education, Training, and Library	\$52,700.65	Personal Care and Service	\$20,639.11
Farming, Fishing, and Forestry	\$20,768.48	Construction and Extraction	\$48,495.82	Protective Service	\$58,139.38	Production	\$45,214.27
Personal Care and Service	\$15,457.13	Personal Care and Service	\$20,161.44	Community and Social Service	\$55,410.21	Education, Training, and Library	\$51,534.46

SOURCE: U.S. CENSUS BUREAU, AMERICAN COMMUNITY SURVEY (ACS), 2016 PUBLIC USE MICRODATA SAMPLE (PUMS) DATA

TABLE 2. HIGHEST PAID JOBS BY RACIAL AND ETHNIC GROUPS

Highest Paid Jobs	Wages for All Workers	Latinx Worker Wages	White Worker Wages	Black Worker Wages	Asian Worker Wages
Legal	\$130,199.02	\$100,291.43	\$140,499.92	\$98,795.82	\$119,379.16
Computer and Mathematical	\$112,954.72	\$86,967.15	\$113,710.53	\$87,877.94	\$120,298.44
Management	\$111,272.47	\$70,255.90	\$123,051.44	\$90,541.43	\$117,610.32
Architecture and Engineering	\$108,041.39	\$86,797.83	\$110,569.63	\$90,621.27	\$113,334.98
Healthcare Practitioners and Technical	\$98,222.79	\$73,560.97	\$101,348.68	\$73,565.96	\$111,263.70
Business and Financial Operations	\$85,439.76	\$63,828.46	\$92,817.48	\$70,088.10	\$87,921.55
Life, Physical, and Social Science	\$83,806.08	\$69,899.04	\$84,340.63	\$62,043.06	\$90,288.72
Protective Service	\$80,260.60	\$73,122.99	\$90,187.30	\$58,139.38	\$75,153.45
Military Specific	\$66,065.97	\$61,885.85	\$68,338.09	\$55,785.53	\$70,566.16
Sales and Related Occupations	\$62,613.71	\$39,413.65	\$79,429.50	\$38,546.12	\$56,530.37

SOURCE: U.S. CENSUS BUREAU, AMERICAN COMMUNITY SURVEY (ACS), 2016 PUBLIC USE MICRODATA SAMPLE (PUMS) DATA

TABLE 3. MOST COMMON JOBS FOR WOMEN BY RACIAL AND ETHNIC GROUPS

Latinx Women	Annual Wage	White Women	Annual Wage	Black Women	Annual Wage	Asian Women	Annual Wage
Office and Administrative Support	\$37,874.42	Office and Administrative Support	\$46,367.77	Office and Administrative Support	\$40,510.16	Office and Administrative Support	\$44,666.97
Sales and Related Occupations	\$29,034.48	Management	\$94,411.08	Personal Care and Service	\$20,238.75	Healthcare Practitioners and Technical	\$91,603.92
Building and Grounds Cleaning and Maintenance	\$13,439.77	Sales and Related Occupations	\$49,335.27	Management	\$71,891.69	Management	\$90,314.41
Personal Care and Service	\$14,231.88	Education, Training, and Library	\$54,229.45	Sales and Related Occupations	\$30,682.99	Business and Financial Operations	\$72,792.87
Food Preparation and Serving Related	\$19,892.34	Healthcare Practitioners and Technical	\$83,679.12	Healthcare Practitioners and Technical	\$65,824.87	Sales and Related Occupations	\$45,212.92
Management	\$60,815.70	Business and Financial Operations	\$73,203.27	Education, Training, and Library	\$43,412.66	Personal Care and Service	\$19,033.60
Production	\$22,835.96	Personal Care and Service	\$17,941.85	Business and Financial Operations	\$65,924.39	Computer and Mathematical	\$85,714.96
Education, Training, and Library	\$46,974.88	Arts, Design, Entertainment, Sports, and Media	\$50,310.87	Transportation and Material Moving	\$30,135.80	Education, Training, and Library	\$45,709.37
Transportation and Material Moving	\$24,971.59	Food Preparation and Serving Related	\$22,292.30	Healthcare Support	\$30,605.74	Food Preparation and Serving Related	\$19,680.43
Business and Financial Operations	\$57,323.26	Legal	\$92,523.63	Community and Social Service	\$56,130.01	Arts, Design, Entertainment, Sports, and Media	\$49,373.10

SOURCE: U.S. CENSUS BUREAU, AMERICAN COMMUNITY SURVEY (ACS), 2016 PUBLIC USE MICRODATA SAMPLE (PUMS) DATA

TABLE 4. MOST COMMON JOBS FOR LATINX WOMEN AND MEN

Latinx Women	Annual Wage	Latinx Men	Annual Wage
Office and Administrative Support	\$37,874.42	Construction and Extraction	\$33,914.42
Sales and Related Occupations	\$29,034.48	Transportation and Material Moving	\$36,287.92
Building and Grounds Cleaning and Maintenance	\$13,439.77	Production	\$39,467.35
Personal Care and Service	\$14,231.88	Office and Administrative Support	\$39,656.29
Food Preparation and Serving Related	\$19,892.34	Management	\$67,595.87
Management	\$60,815.70	Food Preparation and Serving Related	\$26,392.27
Production	\$22,835.96	Sales and Related Occupations	\$44,182.97
Education, Training, and Library	\$46,974.88	Building and Grounds Cleaning and Maintenance	\$22,212.31
Transportation and Material Moving	\$24,971.59	Installation, Maintenance, and Repair	\$46,981.14
Business and Financial Operations	\$57,323.26	Farming, Fishing, and Forestry	\$21,921.93

SOURCE: U.S. CENSUS BUREAU, AMERICAN COMMUNITY SURVEY (ACS), 2016 PUBLIC USE MICRODATA SAMPLE (PUMS) DATA

TABLE 5. MOST COMMON JOBS FOR WORKERS WITH AT LEAST A BACHELOR’S DEGREE BY RACIAL AND ETHNIC GROUP

Latinx	Annual Wage	White	Annual Wage	Black	Annual Wage	Asian	Annual Wage
Management	\$88,201.32	Management	\$133,285.83	Management	\$97,506.18	Management	\$122,923.69
Education, Training, and Library	\$56,744.24	Education, Training, and Library	\$57,957.46	Education, Training, and Library	\$59,272.63	Computer and Mathematical	\$117,258.02
Office and Administrative Support	\$45,583.83	Business and Financial Operations	\$96,628.85	Business and Financial Operations	\$66,672.73	Healthcare Practitioners and Technical	\$115,472.21
Business and Financial Operations	\$74,560.35	Sales and Related Occupations	\$101,359.81	Office and Administrative Support	\$44,720.42	Business and Financial Operations	\$85,301.78
Sales and Related Occupations	\$60,797.30	Healthcare Practitioners and Technical	\$108,730.27	Healthcare Practitioners and Technical	\$96,482.50	Architecture and Engineering	\$111,710.67
Healthcare Practitioners and Technical	\$94,054.56	Office and Administrative Support	\$57,811.05	Sales and Related Occupations	\$50,183.65	Sales and Related Occupations	\$71,359.68
Community and Social Service	\$55,023.54	Computer and Mathematical	\$116,243.06	Community and Social Service	\$54,857.61	Office and Administrative Support	\$51,390.70
Computer and Mathematical	\$96,168.69	Arts, Design, Entertainment, Sports, and Media	\$68,181.90	Arts, Design, Entertainment, Sports, and Media	\$57,721.21	Education, Training, and Library	\$52,611.29
Arts, Design, Entertainment, Sports, and Media	\$52,394.12	Architecture and Engineering	\$112,958.98	Computer and Mathematical	\$92,011.27	Arts, Design, Entertainment, Sports, and Media	\$58,822.34
Architecture and Engineering	\$88,864.05	Legal	\$140,882.99	Legal	\$116,918.92	Life, Physical, and Social Science	\$86,799.51

SOURCE: U.S. CENSUS BUREAU, AMERICAN COMMUNITY SURVEY (ACS), 2016 PUBLIC USE MICRODATA SAMPLE (PUMS) DATA