

The Facts About Equal Pay:

eliminating racism
empowering women
ywca
san antonio



The San Antonio Pay Gap is Real

- On average, women in San Antonio earn **.70** to a white, non-Hispanic male's **\$1**.
 - Even when a woman in San Antonio works full-time year-round, regardless of race/ethnicity, she is underpaid.
- Broken down by race/ethnicity, compared to a white, non-Hispanic male:
 - **American Indian/Alaskan Native** women earn **.51**
 - **Latina** women earn **.61**
 - **Black** women earn **.72**
 - **Asian** women earn **.77**
 - **White** women earn **.94**



12 of 13 SA Industries Have A Wage Gap

Table 4: Median Earnings in Past 12 Months by Sex by Industry, Full-Time & Year-Round in San Antonio, Texas (2019 Inflation Adjusted Dollars)



*For a full list of industries, contact YWCA San Antonio

Source: ACS 2019 Survey Data Detailed Tables

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Median Earnings = \$5,656 Gap Per Year

- For a San Antonio woman who has worked full-time, year-round, the average gap between her pay and her male counterpart amounts to an average of **\$5,656 per year**.
- With an additional \$5,656 per year, a woman could:
 - Cover the cost of in-state **tuition at community college** (approximately \$4,026 per year in Texas)
 - Save for **retirement**
 - Cover some of the cost of **childcare** (Infant care cost as a share of rent is 79.7% in Texas)
 - Save for a downpayment on a **home**
 - _____(you name it!)



San Antonio Perceptions: Pay Equity

- According to our survey, an overwhelming majority of women in San Antonio believe that **there are not enough equal pay advocates in leadership roles at work**
- When it comes to getting good jobs with benefits, a majority of respondents to our survey **believe that men have more opportunities**.
- A majority of respondents to our survey believe that many times **women aren't aware that they are being underpaid**.

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San Antonio In A World With Equal Pay

- If women in San Antonio were paid equally to men, eliminating the gender wage gap, we would add **\$19 billion to San Antonio's economy** (Roman and Nivin, 2018).

There's More...

YWCA San Antonio's Wage Equity Awareness Campaign seeks to bring awareness to the disparity of pay between women, especially women of color, and white-non Hispanic men and the economic impacts of such disparity. **Pay Equity is everyone's issue.** Visit www.ywcasa.org for updates on the release of our full report.

For more data and information, please contact Coda Rayo-Garza at crayo-garza@ywcasa.org

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