

**Awareness and the Personal Challenges Associated with the Racialized Wage  
Gap Among Women in Durham, North Carolina**

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## ABSTRACT

This report is meant to determine the current level of awareness regarding the nature of the racialized wage gap among women in Durham, North Carolina. In particular, focusing specifically on the disparity between pay for white and non-white women. This gap will be referred to as the racialized wage gap within this report, differentiating from the broader male/female gender wage gap. This report will also compare the personal challenges and barriers that are associated with the nationwide gender wage gap to the racialized wage gap among women in Durham. Based on the statistical analysis of a survey, conducted from community stakeholders, this report may provide policy recommendations for the city of Durham. These policy recommendations will hopefully help to work towards the greater goal of intersectional gender equality, which is important for various reasons: Beyond being necessary from a human rights standpoint; intersectional gender equality would also bring considerable benefits to the North Carolina economy. Therefore, the need for gender equality is universally significant and impactful. Equal pay would cut the poverty rate among working women in North Carolina by more than half. If working women in North Carolina were paid equitable to men, the increase would amount to \$15.6 billion, which is equivalent to 3% of the state's Gross Domestic Product (GDP) as of 2016 (Anderson and Williams-Baron, June 2018).

## INTRODUCTION

Selective pay equality whether it be across race or gender is not a genuine victory in the effort for wage equity. Difference in pay amongst white women and non-white women is selective pay equality (WorldAtlas, 2019). Selective pay equality is a barrier to intersectional women's rights. For the purpose of this paper, intersectionality is defined by the Oxford Handbook of Feminist Theory, as "an analytic framework that attempts to identify how interlocking systems of power impact those who are most marginalized in society.

Intersectionality considers that various forms of social stratification, such as class, race, sexual orientation, age, religion, creed, disability and gender, do not exist separately from each other but are interwoven together." Intersectionality is important to any major human rights movement, as it reinforces equality for doubly marginalized groups. The doubly marginalized group in this scenario is women of color or non-white women.

Race was selected as the focal point in this report because the literature concerning racial difference amongst the gender wage gap is more readily available for analysis, than literature concerning other marginalized communities. Also, it is the most prominent and noticeable minority population by which to trace the difference in the wage gap amongst women. The research provided within my report is not intended to minimize the male/female gender wage issue as a whole, but it does serve to ensure further emphasis on the multidimensional nature of the issue. It should be noted that minority women are at an even greater risk of suffering from the long-term implications of the wage gap. The personal challenges I chose to focus on are: childcare, retirement, mental health, student loans and physical health.

## HISTORICAL CONTEXT OF THE GENDER WAGE GAP

### *A Nation's Perspective*

In order to understand the complexion of the racialized wage gap amongst women within a single community, it is important to understand the history of the general gender wage gap on a wider scale. The gender pay gap is an ongoing and widely recognized issue in the world today. For obvious reasons, the main focus regarding this issue thus far has been on closing the gap between men and women. Pay inequality based upon gender has been a problem in this nation since women historically gained the right to work independently. One of the first recorded formal efforts to equalize male and female labor efforts in the United States dates back to 1844, when the Lowell Female Labor Reform Association (LFLRA) was founded, becoming one of the earliest successful organizations of working women in the United States (National Park Service, 2018). In 1963, President John F. Kennedy signed the Equal Pay Act (EPA) into law, paving the way for the long march toward equal opportunity in the workplace.

In 2018, men make 19.5% more money than women on average nationwide (Garfield. Gal, 2018). *USA Today* found that “In 2016, women on average were paid 80 cents for every dollar a man earned.” In addition, the racialized gender wage gap has been identified on a national scale, in fact if you break the pay gap down by race and ethnicity, it is even wider. “Black women were paid 63 cents; Latinas were paid 54 cents for every dollar white men made.” (Sandberg, 2017).

### *From the State Level*

Out of the nearly ten million residents in North Carolina, half of them are women (Williams-Baron). The median age statewide is 40; in the peak of working age (Anderson, 2018). Yet, occupational segregation continues to be an issue in North Carolina. Occupational segregation is the distribution of workers across and within occupations, based upon demographic characteristics. Most often gender, but the term can also encompass race. More women than ever are entering specialized and advanced fields. According to the NC Council for Women and Youth Involvement, over 40% of women in North Carolina work in the Management, Business, Science and Arts sector. However, while higher levels of education lead to higher earnings for both white and non-white women, increased education does not eliminate the racialized wage gap.

In North Carolina, 57.3% of women are in the labor force (Anderson and Williams-Baron, June 2018). Perhaps the lack of women in the workforce can be attributed to difference in pay and the personal challenges associated with pay disparity. Also consider that being a full-time homemaker is not considered an occupation, even though the same amount of labor is entailed in being a homemaker; as is needed to be a housekeeper or nanny. As much of this report focuses on the personal challenges that pay disparity can introduce into an individual's home life; home life is defined by Webster as, "The manner in which a person conducts themselves at home, as opposed to how they act in a professional setting, one's domestic or private life." It is also important to note that if the current trends continue, working women in North Carolina will not see equal pay until 2060 (Institute for Women's Policy Research, 2015). That rate would be delayed even further if you consider only women of color.

## *Why Durham?*

Durham was selected as an individual case study for the focus of this report for many reasons. First, Durham has the one of the lowest gender wage gaps in the nation. North Carolina ranks 9th in the nation for smallest gender wage gap, but Durham ranks consistently in the top five cities in the nation with the smallest gender wage gap. In 2017, it was ranked first. (Bridges, 2017). Yet, Durham women still experiences pay difference between white and non-white populations. Durham has a large black and Latino population, 40.96% and 14.22% respectively (World Population Review, 2019). The Durham's Women Commission and Durham's Mayor's Council for Women have both conducted research and advocacy work to combat the gender wage gap generally, but when asked directly where the future of the problem lies, they said they want to focus on shrinking the racialized wage gap amongst women. Secondly, Durham is a fairly large city. With a population of a little over a quarter million, Durham is the fourth largest city in the state of North Carolina (WorldAtlas, 2019). It is central to North Carolina culture and history; and it is a large enough city to make a widespread impact if they enact policy change to address this issue. Finally, Durham has shown to be at the forefront of progression for women. Durham County is the first county in NC to pass the resolution on The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and in 2018, Durham was the first North Carolina city to ratify CEDAW. (Gala, 2017). They have proven to be committed to gender equality within the community. However, while it is important to note that Durham has the lowest gender wage gap, the wage gap between women of different races could easily be overlooked and left unaddressed. The fight is not over in Durham as all women are not treated

equally; therefore, this goes to emphasize an even greater need to ensure intersectional women's rights.

## METHODOLOGY

The findings in this study are based upon information compiled from an independent and original survey and an abridged literature review. An on-line survey, *Examining the Intersectionality of the Gender Wage Gap* was disseminated to 650 women within Durham County. There were 63 responses, approximately 10%, received from women that were individually identified from distinct and diverse racial backgrounds across both the public and private sector. The survey was sent out via email to organization contact lists made available on the Durham county website. The companies and organizations in Durham in which the surveys were circulated are listed under Appendix A. The data compiled to the survey questions is below and a random sampling method was utilized to ensure women representative of Durham's diverse working class were selected. The survey questions, listed below in Table 1, were developed under the review and consultation with the RTI Global Gender Center, a non-profit organization in Research Triangle Park, NC.

**Table 1.**  
**Examining the Intersectionality of the Wage Gap in Durham, NC**

Survey Questions
What is your occupation?
Do you work in the public or private sector?
What is your current level of work? (Entry, Mid, Senior)

How many years have you been in your current position?
What race do you identify as?
Are you satisfied with your current salary?
Have you taken steps to secure or negotiate this salary?
Do you feel that other women in the U.S. are generally paid the same salary for the same level of work? (Based on education and experience)
Do you believe there is a wage gap disparity within your company?
Before taking this survey/engaging in this interview, did you believe there was a wage gap between non-white and white women?
Has the wage gap between non-white and white women been discussed in any way within your organization?
Are there currently any efforts to address the wage gap between non-white and white women within your organization?
Do you think other women in your same position share the same salary? Why or why not?
Do you have a good work-life balance?
Have you experienced any difficulties concerning the following in your life? (childcare, retirement, student debt, mental health, or physical health)
What do you think would help ease those issues?

## FINDINGS

The research questions were developed to help gauge women's awareness of (which could have been gained via, but not limited to, personal experience with the gap and/or observation)the racialized wage gap. The questions were also used to determine if there was a possible association between that awareness and their home lives. The literature review was used to determine whether the nationwide and statewide findings are applicable to Durham, to provide a background on the current problems and finally, to help frame the research. As part of the



findings, I have provided the demographic information collected as part of the on-line survey in Table 2, based upon Demographics of Survey Respondents by Race and Table 3, Survey Respondents by Career Level.

**Racial Identification**

**Table 2.  
Demographics of Survey Respondents by Race**

<b>Race</b>	<b>Total</b>
<b>White/Caucasian</b>	<b>50.8%</b>
<b>Black/African- American</b>	<b>33.3%</b>
<b>Hispanic/Latino</b>	<b>11.1%</b>
<b>Asian</b>	<b>1.6%</b>
<b>Alaskan Native</b>	<b>1.6%</b>
<b>Native American/American Indian</b>	<b>1.6%</b>
<b>Bi-racial</b>	<b>1.6%</b>
<b>Ashkenazi Jewish</b>	<b>1.6%</b>

In this report, non-white is not limited to only larger racial minorities groups. It is important to note respondents in the “Other” category requested to be self -identified as Ashkenazi Jewish and Biracial. Also, the demographics of the survey respondents were reflective of the greater population of Durham. According to the World Population Review and Durham’s 2010 census, the population is 42.45% white, 40.96% black, 5.07% Asian, 14.22% Hispanic or Latino, 8.28%

other race, and 2.66% mixed race. These percentages are comparable to the statistics noted in Table 2.

### Career Levels

**Table 3.**  
**Demographics of Survey Respondents by Career Level**

<b>Career Level</b>	<b>Total</b>
<b>Entry – Early</b>	<b>32.3%</b>
<b>Mid</b>	<b>37.1%</b>
<b>Senior</b>	<b>30.6%</b>

Note that again, the survey population was extremely representative of the greater population.

With the respondents evenly distributed amongst all three career levels. A deeper analysis of the survey findings in Tables 2 and 3 yielded a breakdown of the respondents cross-sectionally by race, level, and sector.

#### *Entry-Early Level*

The total number of survey respondents in early to entry level positions was 32.3%. Participating within the survey: 1 Black, 6 White, 1 Jewish, 1 Asian from the private sector; and 4 Black, 3 White, 2 Hispanic and 1 Biracial from the public sector.

#### *Mid Level*

The total number of survey respondents in mid-career level positions was 37.1%. Participating within the survey: 1 Black, 1 Hispanic and 10 White in the private sector and 3 Black, 3 White, 2 Hispanic and 1 American Indian/Alaska Native in the public sector.

### *Senior Level*

The total number of survey respondents in senior career level positions was 30.6%. Participating within the survey: 3 Black and 5 White in the private sector and 5 Black and 5 White in the public sector; however, there were no surveys received from respondents in any of the other racial categories (American Indian or Alaska Native, Asian, Native Hawaiian or Other Pacific Islander, Hispanic or Latino, or Other) at this level.

### **Work Sectors**

**Table 4.**  
**Demographics of Survey Respondents by Work Sector**

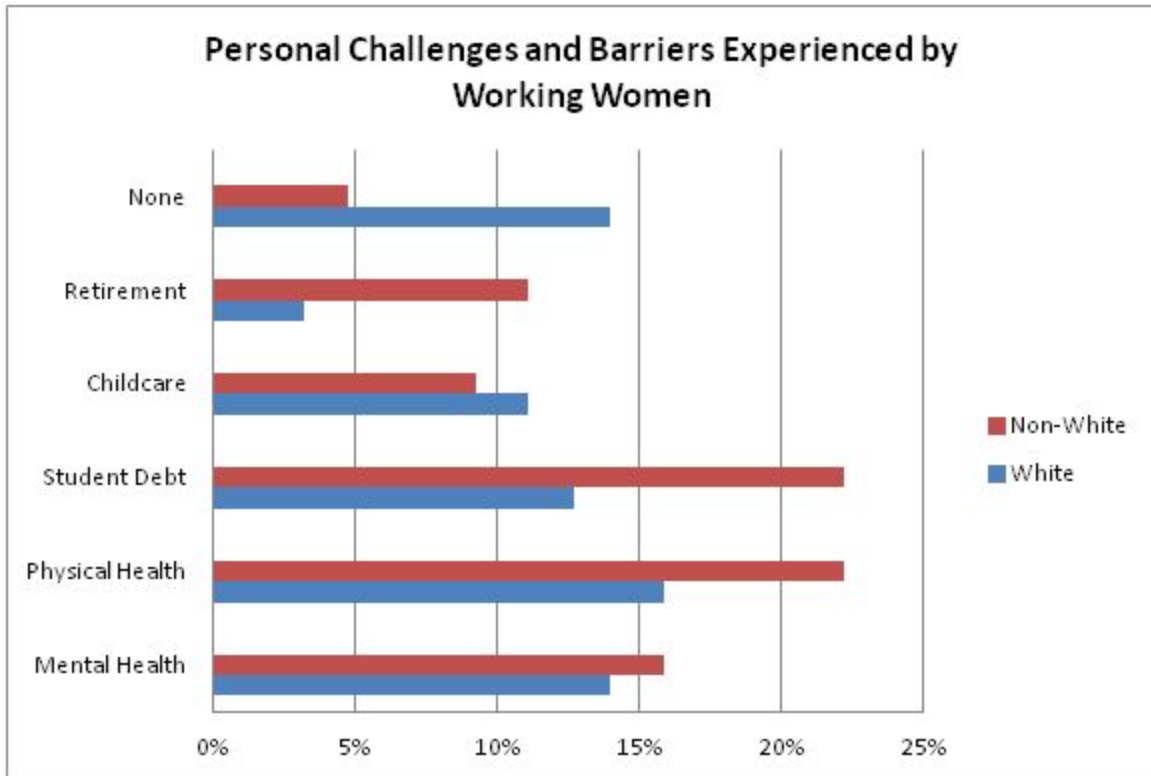
<b>Work Sector</b>	<b>Total</b>
<b>Public</b>	<b>51.6%</b>
<b>Private</b>	<b>48.4%</b>

The results within the following table, Table 4 below, illustrates that of the 62 responses received, overall approximately 51.6% worked within the public sector and 48.4% in the private sector. Thus, the survey respondents are almost equally represented within the work sector, allowing for a more complete snapshot of the perspectives of the women working in Durham, NC.

The wage gap between women and men has proven repeatedly to cause the detrimental long-term personal challenges for the exploited party. However, there is not much research into the notion that those same personal challenges could apply negatively to gap between white and non-white women. Figure 1, supports the presence of the most common nationwide challenges in Durham.

## Personal Challenges and Barriers

Figure 1.



*Note:* Some of the responses were filled in by the respondents and therefore unmarked. They represent healthcare, maternity leave transition, salary discrepancies, lack of motivation and work eligibility as a foreign worker.

Below, from the information collected in my literature review, I have expanded on the ramifications of some of the above challenges.

### *Mental Health*

A 2016 study conducted at Columbia University's Mailman, School of Public Health, Department of Epidemiology (Platt, Prins, Bates, Keyes 2016), there is a correlation between mood disorders, such as depression and anxiety, between women and men in the workplace. The researchers contribute it to structural gender discrimination within the workforce which is

manifest as the wage gap. The results are based on data collected from a national representative survey of working adults ages 30 to 65 in 2001-02 ((Platt, Prins, Bates, Keyes 2016). Platt and his colleagues showed that women making less than men in their study were 2.5 times more likely to suffer from depression and 4 times more likely from anxiety. Furthermore, according to Dr. Renee Binder, President of the American Psychiatric Association, research on income parity for women confirms it will have positive effects on women's health, along with being good business practice on both a moral and ethic level. In the research, I conducted, 30.2.% of the survey participants in Durham, reported experiencing mental health issues as a result of wage gap issues.

### *Childcare*

The National Women's Law Center cites women with caregiving responsibilities, whether as a mother or a caregiver for other family members, as yet another factor attributing to the wage gap. Dr. Shelley Correll, Sociology and Organizational Behavior Professor at Stanford University, and Director of the Stanford VMware Women's Leadership Innovation Lab and the Clayman Institute for Gender Research conducted a 2007 study that found when comparing equally qualified women candidates, women who were mothers were recommended for significantly lower starting salaries, perceived as less competent, and less likely to be recommended for hire than non-mothers. The effects for fathers in the study were just the opposite—fathers were actually recommended for significantly higher pay and were perceived as more committed to their jobs than non-fathers. This has aptly been nicknamed the motherhood penalty and fatherhood bonus (Correll, Benard, Pail, 2007). Even more disturbing is women of color are more often either single heads of households or the primarily caregiver, thus, this factor affects

their livelihood at a greater alarming rate because their need for child care may be greater.

According to my data collection, 17% of the women from Durham participating in the survey, listed childcare as a key issue they have experienced as a factor in dealing with wage gap issues.

### *Student Debt*

According to a CBS News article, while diversity has increased on college campuses to include women and minorities, both groups are also more likely to borrow money to help finance or offset the cost of their college degrees (Picchi, June 2017). However, the article also mentions that based upon the lower lifetime earnings of these two groups, they will struggle to repay college debt as it will take longer (Picchi, June 2017).

**In AAUW's Report on Deeper in Debt, Women and Student Loans, it is cited on average, women have more debt than men in almost every degree level and type, from associate degrees to doctoral degrees and across institutional types. After earning a bachelor's degree, women's student loan debt averages \$1500 greater than men's. Black women accrue more student debt on average than members of any of the other groups. The wage gap is cited as the primary reason why it takes women longer to repay loans following graduation (AAUW, May 2017).**

Based on data collection from my on-line survey on *Examining the Intersectionality of the Gender Wage Gap* in Durham, NC, 39.6% of women survey respondents in Durham, NC, acknowledged having experienced student debt. As part of their survey responses, they proposed the following solutions to address their student debt, such as: employment benefits packages to include student loan forgiveness overall, and more specifically, student loan forgiveness for certain career fields (education, community-building, nonprofit, etc.); lower tuition and cost for graduate school; not requiring a graduate degree for jobs in which it is not absolutely necessary ; employers willingness to offset a portion of their employee's student loan debt (recommended 50%); a more realistic evaluation of school tuition charges; and reduced interest charges on student loan debt.

### *Physical Health*

While several studies connect the wage gap to mood disorders, such as depression and anxiety, there are also studies connecting the gap to both mental and physical health issues (Trevino, June 2018). Physical health issues cause employees to become tardy or absent from work; thus costing organizations and businesses productivity based upon employee absences and money due to increased health insurance claims (Trevino, June 2018). Thus, addressing the wage gap issue can help to alleviate these issues for both women and the businesses. According to my research, 37% of the survey participants working in Durham, NC reported having experienced physical health issues. Several respondents noted they would have less physical health problems, if they did not have to work a greater number of hours to make money they should make if there was not a wage disparity.

### *Other Challenges*

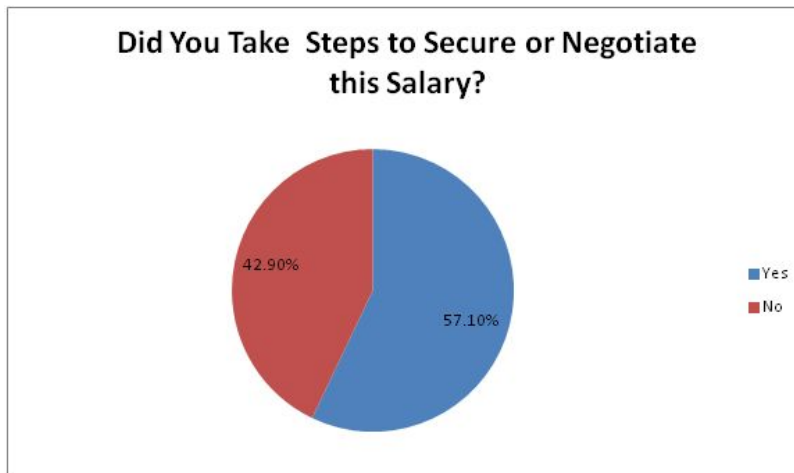
The long-term implications of the wage gap affects health care, access to education, food and housing. The wage disparity also hurts women's financial stability now, while simultaneously affecting retirement savings for the future further increasing the chances of living on a fixed come as one gets older which equates living in poverty for many women. Due to the disparity, there is often a lesser amount of money for women to set aside for emergencies and it takes even longer for women to pay off student loan debt in comparison to their male counterparts. Especially, minority women since then make less than both groups. Some of the other challenges that the survey respondents drew attention to were affordable healthcare and familial bereavement.

### **Negotiation**

When the survey respondents were asked whether they took the initiative to secure or negotiate their own salary, 57.10% responded "Yes", while 42.9% responded "No" as outlined in Figure 2 below. The majority of women surveyed took steps to secure or negotiate their salaries in all of the racial categories with the exception of those self-identifying as "Other". All of the respondents in the following racial categories, responded yes: Hispanic, Asian and Native American. However, there was only a slight percentage difference in the number of Black women who took steps to secure and negotiate their salaries and the number of white women that did the same.



**Figure 2.**



The women surveyed provided countless responses regarding why they took steps to negotiate or not take action to secure their salaries. While the responses may differ, the women who choose to take action appear well aware of their right to negotiate based upon factors such as their self-worth to include skill set and education, company's employment practices, wage gap issues and income needed to meet their financial responsibilities. The women who did not engage in salary negotiation were in positions in which their companies' policy prevented compromise or further discussion as the salary was established as advertised such as employment in the public sector in state and county government, nonprofits, and university academic. The other reasons included: being unaware of negotiation as a tool to increase one's salary level; and holding an entry level position. However, the survey clearly revealed the majority of survey respondents administered by the women working in Durham, NC are well aware of their negotiation rights. For example, one respondent who chose to negotiate her salary, stated the following: *I felt the original offer was lower than I had hoped, I felt I was worth more, and*

*because women are often not taught or discouraged to negotiate salary and I wanted to change that.*

### **Current Awareness and Perceptions**

Table 5 below, shows a breakdown of the total number of women responding to each of the four questions within the survey associated with current awareness and perceptions of the general wage gap and the racialized wage gap.

**Table 5.**  
**Questions Regarding Perceptions about Wage Gap and Disparity Issues**

Survey Questions	Results	
I think all women in the U.S. are generally paid the same salary for the same level of work (Based upon similar experience and education)	Agree	3.2%
	Strongly Agree	1.6%
	Disagree	54%
	Strongly Disagree	33.3%
	Neither Agree or Disagree	7.9%
I believe there is a wage gap disparity within your company	Agree	19%
	Strongly Agree	15.9%
	Disagree	31.8%
	Strongly Disagree	6.3%
	Neither Agree or Disagree	27%
Before taking this survey I was aware that there is a wage gap between non-white and white women	Agree	25.8%
	Strongly Agree	59.7%
	Disagree	3.2%
	Strongly Disagree	1.6%

	Neither Agree or Disagree	9.7%
I think other women in my same position share the same salary	Agree	31.8%
	Strongly Agree	4.8%
	Disagree	25.4%
	Strongly Disagree	7.9%
	Neither Agree or Disagree	30.2%

Based upon the data collection from the survey respondents the following conclusions are outlined as follows:

1. The respondents either disagree or strongly disagree that all women in the U.S. are generally paid the same salary for the same level of work (Based upon similar experience and education). The response was the same for both white and minority women.
2. While more white women than minority women either disagreed, strongly disagreed or responded “neither agree nor disagree” that they believed there is a general gender wage gap disparity within their own company. However, the vast majority of minority women responded just the opposite. Minority women to include Black, Hispanic or Latino, and Asian all responded that they agreed or strongly agreed that they believe there is a wage gap disparity within their company. Equally important, 15 out of the 63 survey respondents responding “neither agree nor disagree” may not have access to the company data in order to make an informed decision to support their belief.

3. Most respondents either agreed or strongly agreed they were aware that there is a wage gap between non-white and white women before actually taking the survey.
4. More white women agreed than minority women, that they think other women in the same position share the same salary. However, there was not a substantial difference in total number of women responding agreed/strongly agreed, disagreed/strongly disagreed or neither.

Below are comments from contrasting survey respondents in Table 6. These responses while diverse, carry a similar theme which ultimately aided in developing the policy recommendations. Notice that the non-white women, regardless of their career level point out the racialized wage gap amongst women instead of, or along with the gender wage gap. While the white respondents' comment focuses solely on the gender wage gap instead of racialized wage gap amongst women. This is a trend that was prominent in the free response comments section of the survey. Reinforcing the idea, that issue lies in lack of awareness of the issue. Non-white women seem generally more aware, and more responsive to the issue of a racialized wage gap amongst women.

**Table 6.**  
**Comments from Survey Respondents**

Comment	Category
<i>“There is definitely a difference between races which I notice even more with my racial equity lens. Women of color work much more, have more degrees /training/certifications (“overachievers”) and many of us also have part-time jobs, while white women do not. It is beyond frustrating to have an imbalance in ages and ideologies, while not focusing on root causes impacting “underserved” communities. It’s wasteful of precious human and financial resources. Resources that could go to the people we serve, people who need it most. It is disheartening.”</i>	<b>Black, Mid-Level, Public</b>

<i>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. So the disparity/inequity is very real.</i>	<b>Hispanic, Senior-Level, Private</b>
<i>There is a huge disparity between the wages of women and men, and they often are not better in their roles than their female counterparts. Men are trusted with roles they are not qualified before women who are qualified can have a chance. Oftentimes the women who were better suited for the roles have to step in and assist or quite often do the job for them/clean up, without their pay.</i>	<b>White, Entry- Level, Public</b>

### **Further Analysis**

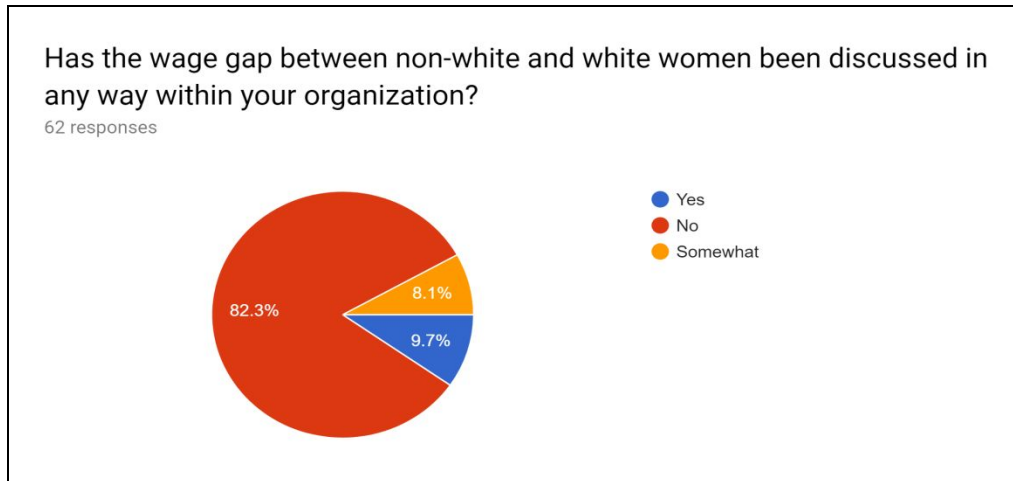
Overall, there was also a trend of responses relating to the promotion stagnation of women in the workforce in the comments received from the survey from the women participants in Durham. This finding is supported in nationwide literature as well. Women in the Workplace 2018, the largest comprehensive study of the state of women in corporate America, reports that in today's workforce about one in five senior leaders is a woman, and one in twenty-five is a woman of color (McKinsey & Company, 2018). The Women in Workplace study has been published annually since 2015 by LeanIn.Org and McKinsey & Company. Since that time, women are underrepresented at every level in corporate America with black women lagging behind white women as well as men of all races (McKinsey & Company, 2018). Similar to other studies, it concluded that on average while both Black and Latina women receive fewer promotions and are paid less than white women for comparable work (McKinsey & Company, 2018). More specifically, the study examined the promotion rate in corporate America which resulted in the following assessment: just 60 black women are promoted to every 100 men promoted; 80 white women to every 100 men; 80 Asian women to every 100 men; and 81 Latina

women to every 100 men (McKinsey & Company, 2018). There is a potential connection between the lack of negotiation of women in the workforce, due to gender expectations, and widespread promotion stagnation. After finding in my own research that only a little over half of survey respondents negotiated their salaries, this number does not distinguish the percentage by race or public vs. private sector.

Survey results in the research on *Examining the Intersectionality of the Gender Wage Gap in Durham, NC* also revealed the lack of growth between hiring and retirement was identified as one of the main personal challenges faced by working women. Women stay in their positions for security purposes, but face lack of progression opportunity. This issue was mentioned in non-white respondents twice as much as it was mentioned by white respondents. There was also an emphasis on lack of recognition for specialized skill sets, training or education for women, in comparison to male counterparts.

Below is another graphic representation one of the central inquiries to the report. In Figure 3, women in Durham, NC, addressed their current perceptions of the racialized wage gap between white and non-white women. The survey revealed that a majority of women are aware of the gap, but a minority of companies are taking actions to combat it. The survey results tabulated in the graphic representations were discussed earlier in the report. From this, I can conclude that although awareness is a major part of the problem. It is not the only component to consider. Awareness followed by action seems to be the more pressing issue at hand.

**Figure 3.**  
**Intra-organization Discussion of the Racialized Wage Gap Among Women**



### POLICY RECOMMENDATIONS

In order to make helpful policy recommendations for the future of Durham that are reflective and compatible with the work that is already being done, we must consider that there are already some policy recommendations on the general issue of the gender wage gap as they relate to North Carolina as a whole. If implemented these policies would make significant strides in evening out the current wage gap. However, additional policies would aid in ensuring that these strides were applicable to women across a variety of races, in Durham in particular. The following suggestions would be beneficial to narrowing the racialized wage gap amongst women:

- **Encourage and ensure Durham companies provide formal incentives to redefine value statements to reflect intersectional beliefs beyond Title VII**

Adaptable open workshops provided by the Durham women's organizations to receive feedback regarding ongoing gender and race-related issues in the workplace. There should be particular focus put on how to address microaggressions, sexual harassment and how to enforce fair behavioral and dress standards.

Note: Title VII refers to Title VII of the Civil Rights Act of 1964. It prohibits employment discrimination based on race, color, religion, sex and national origin.

- **Propose citywide affordable healthcare, benefits, and childcare clauses and options upon hiring**

To include reproductive health care protection and paid maternity leave, company or city provided childcare and insurance.

- **Reform curriculum in Durham schools to reflect the future needs of women in the workforce**

Several of the women surveyed mentioned they would like to negotiate their salary and make an occupation progression plan, but they lacked the schooling to do so. Negotiation practices and diverse occupations options and lessons on financial literacy should be presented to Durham Public School Systems for senior level civics classes; and be encouraged for private academies and homeschooled students.



- **Educate female legislators on intersectionality and the urgency of addressing racialized the wage gap among women**

Tell Congress to close the pay gap by passing legislation to implement the federal fair pay legislation. Organize other women to influence their congressman through an effective letter writing campaign. Celebrate Women's Constituency Eliminate Wage Gap Disparity Day by meeting with Congressman and local Legislators in Washington and in their state offices, respectively. Protect workers rights to collectively bargain and for transparency in wages and promotion.

- **Draft a census report on non-white and non-black female workers and their needs**

According to the Durham Women's Commission, there is currently a significant amount of demographic statistics regarding the black and white populations of Durham. There should be a comparable amount of data for Asian, Hispanic/Latino, Native, and Pacific Islander/Alaskan populations. I only received one Asian respondent to my survey; perhaps focus on ideas for targeted communities outreach.

- **Provide annual report on the progression of the racialized wage gap from the perspectives of community stakeholders (i.e. mental health associations, student loan offices, etc.)**

Find ways to disseminate and share factual information about the pay gap with women to ensure they are empowered and understand it is not a myth. To help women's organizations to engage in

more outreach, public information campaigns to spread the word of the challenges associated with the gender wage gap, racialized or otherwise.

- **Funding for future research on the racialized wage gap among women in Durham, NC**

This study was limited in its scope and does not encompass all there is to know concerning the nature of the racialized wage gap among women. The more information that can be found out about the gap, the more that can be done to address it.

- **A Commission Mentorship Program**

Every NC county should have a Women's Commission similar to Durham's with a key list of women's organizations and non-profit organizations on the national, state, and county level.

Each commission should be located within the county and work in some capacity to aid women in the fight against wage discrimination. In poorer counties, such as Jones County, which may lack resources to have a commission, work with counties within the surrounding areas to address wage gap issues.

- **Build a Durham Women of Color Coalition in the interest of sharing ideas and progressing the agendas of all minority women organizations**

Include the National Association of Asian American Professionals (serving Raleigh, Durham, Chapel, Hill, surrounding community), NC Commission of Indian Affairs, and El Centro Hispano (headquartered in Durham, they work to strengthen the community, build bridges and advocate for equity and inclusion for Hispanics/Latinos in the Triangle Area).

Ensure an even distribution of women of color sit on women's commissions and boards throughout the city and county.

### *Policy Limitations*

Minority races are not the only group to suffer from a disparity within the larger gender wage gap. Other key intersectional demographics to consider would be sexual orientation, religion, immigration status, health status or physical and developmental/mental ability. These are potential nuances to research in the future. There are also several issues that amplify disparate unequal pay amongst the sexes, through a racial lens. This report focused on addressing the challenges associated with the racialized wage gap between black and white women in Durham. Future research could be done on how to prevent such barriers from occurring in the first place. For instance, attempting to assuage or eradicate workplace power abuse and promotion suppression (i.e. lack of high-level female executives, career stagnations and education imbalances in hiring). In addition, this study had a small sample size, time constraints and no accompanying budget.

### CONCLUSIONS

Based on the data collected, one of the main dilemmas concerning this issue is a general lack of information. Proper policy cannot be proposed until there is sufficient research and data supporting the current issue. Work cannot be done to shrink the racialized wage gap, if it is not widely known that a gap exists. Ignorance is the parent of apathy in this situation. Many people are aware of the general gender wage gap, but few are aware of the lack of intersectionality of

the gap where women are concerned. They are those that often come from the marginalized group, and hence do not have the power to affect objective change. This report helped to gauge women's current perception of the wage gap in Durham, NC. Awareness of systemic imbalance is the precedent to culture change. Culture change and transparency is needed for real policy change.

Parity is a requirement of a healthy civil society. Despite some progress in shrinking the wage gap, systemic bias still persists. It manifests both consciously and unconsciously. This bias informs the decision-making process of both men and women. Parity is only possible when decision-makers change culture and policy, and hold themselves, their teams and their businesses accountable for its implementation. Parity is also good business. Parity, inclusivity, and equal representation should be modern, non-negotiable requirements of sustainable businesses. Steps must continue to be taken to not only address the racialized wage gap amongst women, but address its effects and acknowledge it as a multifaceted entity. Thus, Durham has a strong chance of eradicating the gap altogether as they have already made progress.

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CEDAW Gala

“The fight goes on. she advocates for women’s rights-and celebrates positive change.”

Worldpopulationreview.com, Durham, North Carolina Population 2019

**APPENDIX A:  
Survey Research Participants List**

<b>Private Sector</b>	<b>Public Sector</b>
<p>NC Office of Historically Underutilized Businesses, Vendor List for Durham, NC Blue Cross, Blue Shield Foundation (independent, private) Duke Health and Fitness Center Duke University Support Staff Duke University School of Medicine Durham Academy Durham Association of Insurance Professionals Durham Chamber of Commerce Durham Convention Center Durham Music Teachers Association Durham Regional Association of Realtors 501 Realty Company Hill Learning Center Levin Jewish Community Center Lisa Ellis &amp; Company Rotary Club Members Scrap Exchange Terra Nova Global Properties Urban Durham Realty</p>	<p>Animal Protection Society (APS) of Durham Book Harvest Caring House Communities in Schools Durham Dress for Success Durham Arts Council Durham Boys and Girls Club (staff) Durham City Government Durham County Government Durham County Board of Education Durham Fair Executive Board Durham Partnership for Children Durham Technical Community College (Faculty and Staff) El Centro Hispano (non-profit) Emily Krzyzewski Family Life (non-profit) Exchange Family Center (non-profit) Housing for New Hope (Staff – non-profit) Made in Durham (non-profit) NC Central University Alumni Relations NC Central Law School NC Institute of Minority Economic Development Ronald McDonald House SEEDS NC Southern Coalition for Social Justice (non-profit) Student U Durham Triangle Land Conservancy Urban Ministries of Durham World Relief Durham</p>



**APPENDIX B**  
Participating Respondents Occupation/Title

<b>Occupation and Title</b>	
Administrative Coordinator	Early Childhood Consultant
Programs & Scholarships Associate	Elected Board Member
Program Coordinator	Director of Development
Chief Operating Officer	Real Estate Broker
NC Pre-K Program Support Specialist	Program Director
Public Health Education Specialist	Advocacy Coordinator
Health Education Specialist	Site Coordinator
Librarian	Operations & Administrative
Education Partnerships Manager	Coordinator
Executive Director	Assistant Dean
Senior Public Health Nurse	CEO
Development Associate	Senior Program Officer
Community Development Relationship Manager	Communications Manager
Health Program Manager	Operations Manager
Researcher	Youth & Camp Manager
Human Resources Consultant	Law Library Assistant
Geologist 4	Law Librarian
Director of Administration	Deputy to the Chief Executive Officer
Real Estate Agent	Managing Director
Office Manager	Program and Engagement Assoc.
Program Leader, Urban Engagement	Clinical Registered Dietitian
Chief Advancement Officer	Endodontist
Director of Operations	Senior Executive Assistant
College professor & elected official	Program Analyst
Volunteer Coordinator	Attorney
Behavior Support Specialist	Vice President

## APPENDIX C

### Demographic Breakdown of General Awareness of Racialized Gap Before Survey

