

The Equal Pay Day Calendar encompasses a cross-section of women, including those who work part-time or seasonally, to represent a more accurate picture of how the gender pay gap impacts diverse communities. Taking a more inclusive approach ensures that we can advocate on behalf of all women in the workforce.

- **Asian American women** working full-time, year-round are paid 99 cents and all earners (including part-time and seasonal) are paid 89 cents for every dollar paid to non-Hispanic white men.
- **White women** working full-time, year-round are paid 80 cents and all earners (including part-time and seasonal) are paid 74 cents for every dollar paid to non-Hispanic white men.
- **Moms** working full-time, year-round are paid 71 cents and all earners (including part-time and seasonal) are paid 63 cents for every dollar paid to dads.
- **Black women** working full-time, year-round are paid 69 cents and all earners (including part-time and seasonal) are paid 66 cents for every dollar paid to non-Hispanic white men.
- **Native Hawaiian and Pacific Islander (NHPI) women** working full-time, year-round are paid 66 cents and all earners (including part-time and seasonal) are paid 60 cents for every dollar paid to non-Hispanic white men.
- **Native women** working full-time, year-round are paid 59 cents and all earners (including part-time and seasonal) are paid 55 cents for every dollar paid to non-Hispanic white men.
- **Latinas** working full-time, year-round are paid 57 cents and all earners (including part-time and seasonal) are paid 52 cents for every dollar paid to non-Hispanic white men.
- **LGBTQIA+ people\*:** The U.S. Census Bureau does not current collect the necessary information to provide specific data. AAUW supports improving data collection on LGBTQIA+ communities through the American Community Survey.

Sources: U.S. Census Bureau. (2023). [2022 Current Population Survey \(CPS\) Annual Social and Economic Supplement Tables for Personal Income](#) and the [American Community Survey 5-Year Data \(2009-2022\)](#). Updated February 22, 2024