

Gender Economics, Race, and Intersectionality

*Inequalities among adult women and men in the U.S. by race and ethnicity,
2017 through 2019 combined*

Reginald A. Noël
Noël Collective, LLC

Whitney Hewlett Noël
Noël Collective, LLC

NEA

**CELEBRATES
100 YEARS**

**AFRICAN-AMERICAN
ECONOMISTS**



Overview

- ◆ The Noël Collective is a consulting organization with expertise in microeconomics, data mining, statistical analyses, health and racial equity, strategic planning, and a mission to use data to drive social change.
- ◆ This article explores inequalities through the socioeconomic factors of salary and wage, marital status, consumer expenditures, education, and occupations of adult women and adult men by race and ethnicity.

Parameters of Data

- ◆ Public-use microdata from the U.S. Bureau of Labor Statistics (BLS) Consumer Expenditure (CE) Survey and the U.S. Census Bureau American Community Survey (ACS).
- ◆ Adults only, i.e., individuals greater than or equal to 25 years old
- ◆ Uses binary interpretation of sex (M/F)
- ◆ Race and ethnicity were combined: Hispanic population was treated as a mutually exclusive cohort
- ◆ Consumer expenditures based on single membered households

Findings and Results

- ◆ Consistent hierarchy for pretax income: Income Gap
 - ◆ Men made more than women within each racial cohort
 - ◆ White and Asian populations earned more than Hispanic, Native, and Black populations
 - ◆ Racial and gender hierarchy existed even when controlling for education and occupation
- ◆ Spending habits by gender
 - ◆ Women spend more on healthcare expenses and personal items (i.e. Pink Tax)
 - ◆ Men spent more on items associated with risky health behaviors (i.e. alcohol, tobacco)
- ◆ Gender Pension Gap
 - ◆ Gap in money allocated towards retirement: “the less known gap”
- ◆ Stereotypical gender roles in occupations

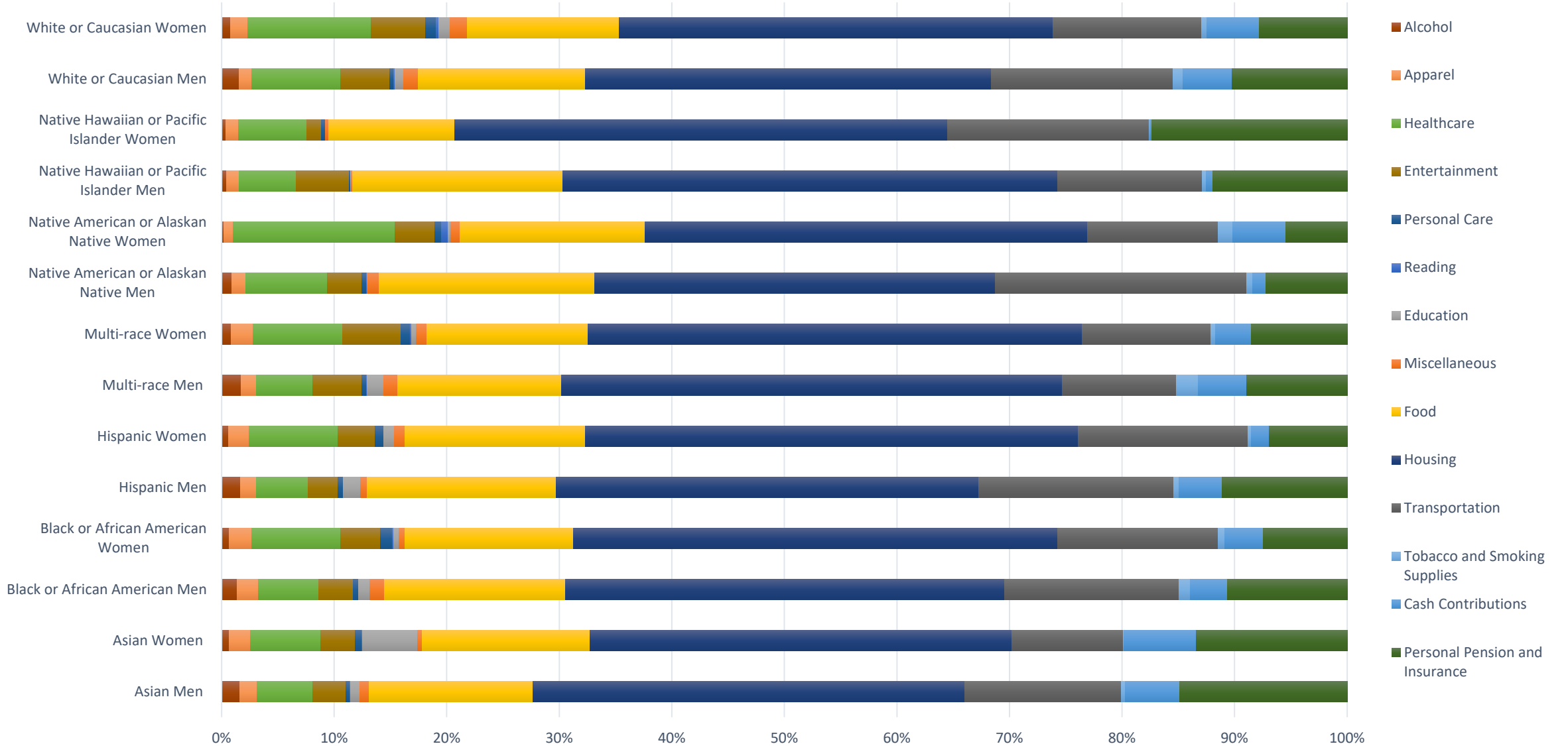
Hierarchical Based on Annual Salaries and Wages

CE Cohorts Order by Mean Salary/Wage	CE Mean	ACS Cohorts Order by Mean Salary/Wage	ACS Mean
Asian Men	\$ 80,650	Asian Men	\$84,482
White Men	\$ 70,993	White Men	\$75,283
Pacific Men	\$ 63,087	Multirace Men	\$63,174
Multirace Men	\$ 59,714	Asian Women	\$59,598
Asian Women	\$ 54,465	Pacific Men	\$50,330
Native Men	\$ 49,816	White Women	\$48,908
White Women	\$ 47,517	Multirace Women	\$47,721
Black Men	\$ 46,718	Hispanic Men	\$47,123
Multirace Women	\$ 45,190	Black Men	\$45,787
Pacific Women	\$ 43,779	Native Men	\$44,856
Hispanic Men	\$ 42,906	Pacific Women	\$40,922
Native Women	\$ 39,359	Black Women	\$39,336
Black Women	\$ 38,022	Native Women	\$35,282
Hispanic Women	\$ 30,974	Hispanic Women	\$35,092

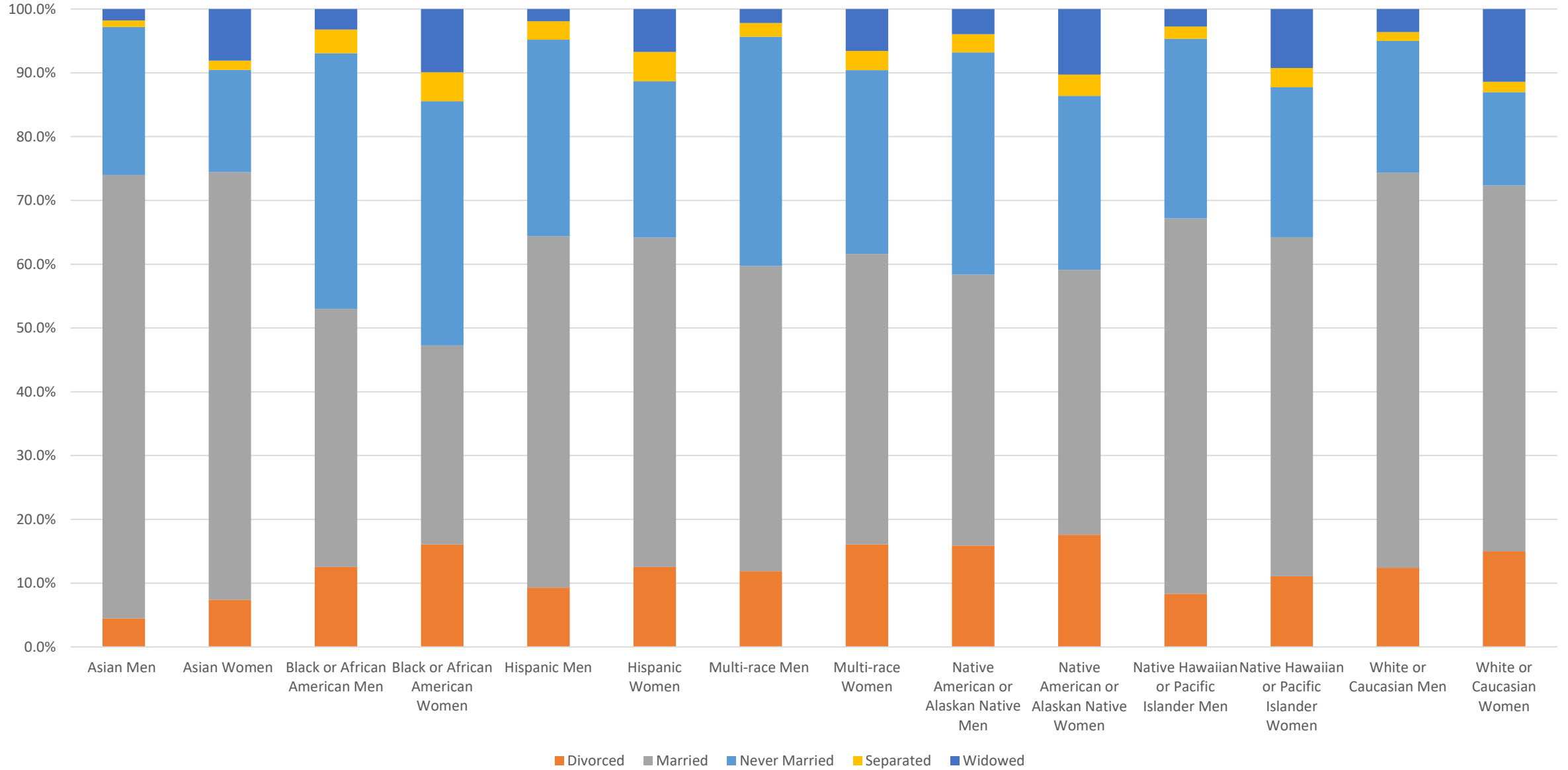
Table C Average expenditure amounts of single adult women and adult men in the U.S. by race and ethnicity, 2017 through 2019 combined

	Asian Men	Asian Women	Black or African American Men	Black or African American Women	Hispanic Men	Hispanic Women	Multi-race Men	Multi-race Women	Native American or Alaskan Native Men	Native American or Alaskan Native Women	Native Hawaiian or Pacific Islander Men	Native Hawaiian or Pacific Islander Women	White or Caucasian Men	White or Caucasian Women
TOTALEXP	\$ 48,024	\$ 43,117	\$ 29,657	\$ 29,028	\$ 36,893	\$ 29,637	\$ 31,694	\$ 29,303	\$ 22,362	\$ 18,135	\$ 28,971	\$ 39,328	\$ 40,029	\$ 35,934
Alcohol	\$ 765	\$ 279	\$ 404	\$ 196	\$ 616	\$ 181	\$ 550	\$ 249	\$ 203	\$ 33	\$ 130	\$ 156	\$ 612	\$ 285
Apparel	\$ 741	\$ 810	\$ 564	\$ 574	\$ 524	\$ 541	\$ 424	\$ 567	\$ 279	\$ 152	\$ 327	\$ 428	\$ 460	\$ 545
Healthcare	\$ 2,392	\$ 2,717	\$ 1,596	\$ 2,296	\$ 1,689	\$ 2,339	\$ 1,597	\$ 2,337	\$ 1,613	\$ 2,605	\$ 1,463	\$ 2,387	\$ 3,152	\$ 3,933
Entertainment	\$ 1,408	\$ 1,311	\$ 901	\$ 1,024	\$ 990	\$ 977	\$ 1,365	\$ 1,521	\$ 688	\$ 642	\$ 1,371	\$ 519	\$ 1,762	\$ 1,741
Personal Care	\$ 152	\$ 256	\$ 136	\$ 320	\$ 160	\$ 226	\$ 140	\$ 234	\$ 99	\$ 106	\$ 33	\$ 131	\$ 127	\$ 344
Reading	\$ 50	\$ 36	\$ 12	\$ 20	\$ 19	\$ 14	\$ 11	\$ 40	\$ 12	\$ 116	\$ -	\$ -	\$ 59	\$ 90
Education	\$ 400	\$ 2,098	\$ 288	\$ 141	\$ 560	\$ 271	\$ 473	\$ 119	\$ -	\$ 41	\$ 11	\$ -	\$ 289	\$ 353
Miscellaneous	\$ 394	\$ 185	\$ 389	\$ 154	\$ 207	\$ 270	\$ 390	\$ 280	\$ 237	\$ 148	\$ 37	\$ 112	\$ 525	\$ 544
Food	\$ 6,980	\$ 6,405	\$ 4,766	\$ 4,351	\$ 6,207	\$ 4,750	\$ 4,614	\$ 4,197	\$ 4,279	\$ 2,985	\$ 5,404	\$ 4,415	\$ 5,953	\$ 4,851
Housing	\$ 18,438	\$ 16,183	\$ 11,581	\$ 12,494	\$ 13,836	\$ 12,983	\$ 14,109	\$ 12,855	\$ 7,963	\$ 7,123	\$ 12,742	\$ 17,225	\$ 14,439	\$ 13,852
Transportation	\$ 6,658	\$ 4,270	\$ 4,584	\$ 4,128	\$ 6,401	\$ 4,476	\$ 3,206	\$ 3,360	\$ 4,993	\$ 2,101	\$ 3,727	\$ 7,047	\$ 6,457	\$ 4,740
Tobacco and Smoking Supplies	\$ 170	\$ 14	\$ 306	\$ 173	\$ 164	\$ 88	\$ 622	\$ 119	\$ 120	\$ 239	\$ 96	\$ 17	\$ 363	\$ 179
Cash Contributions	\$ 2,326	\$ 2,766	\$ 982	\$ 998	\$ 1,419	\$ 473	\$ 1,363	\$ 935	\$ 257	\$ 849	\$ 173	\$ 67	\$ 1,738	\$ 1,656
Personal Pension and Insurance	\$ 7,150	\$ 5,787	\$ 3,150	\$ 2,160	\$ 4,100	\$ 2,047	\$ 2,829	\$ 2,490	\$ 1,619	\$ 995	\$ 3,456	\$ 6,824	\$ 4,092	\$ 2,820

Graph D Average expenditure percentages of adult women and adult men in the U.S. by race and ethnicity, 2017 through 2019 combined

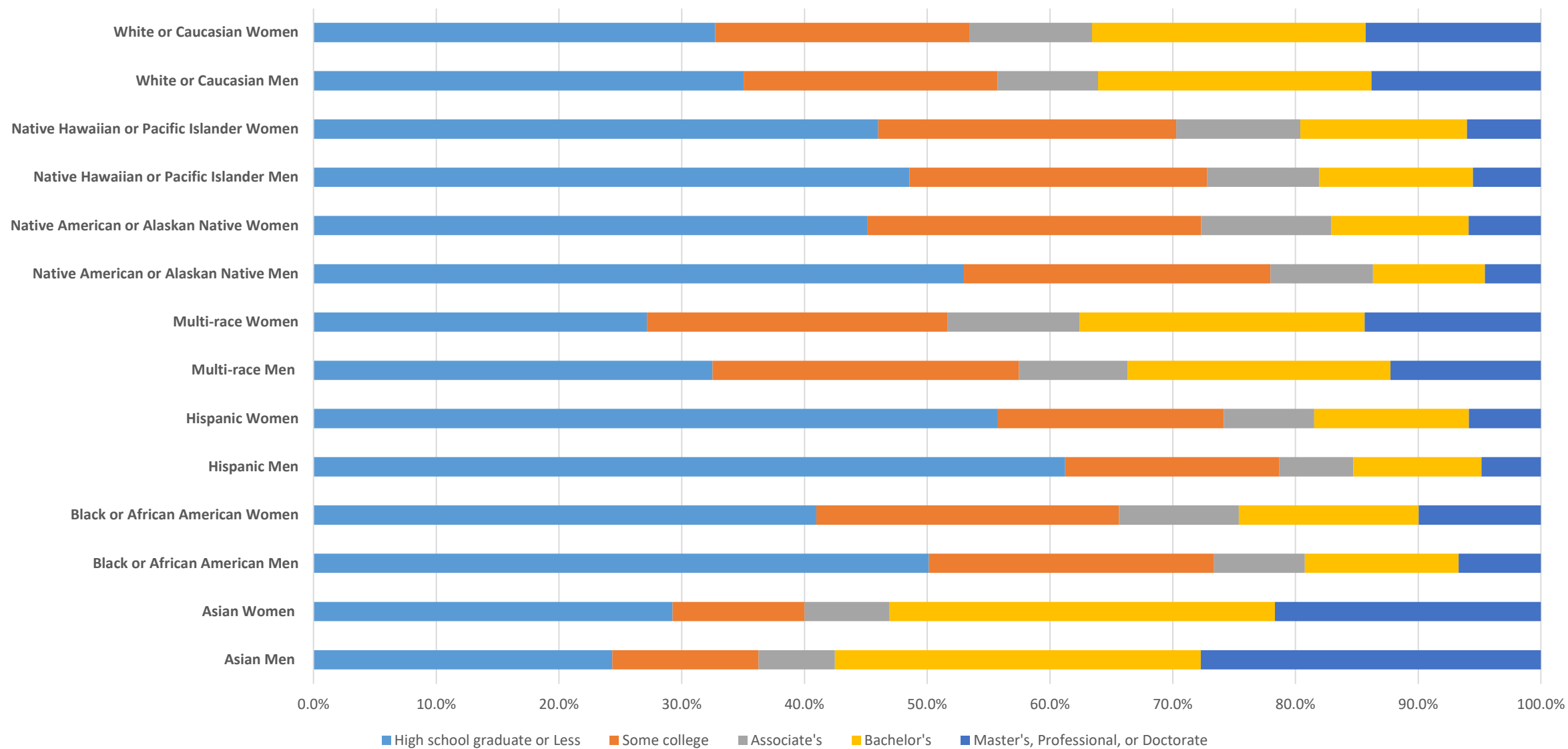


Graph E Marital status of adult women and adult men by race and ethnicity, 2017 through 2019 combined

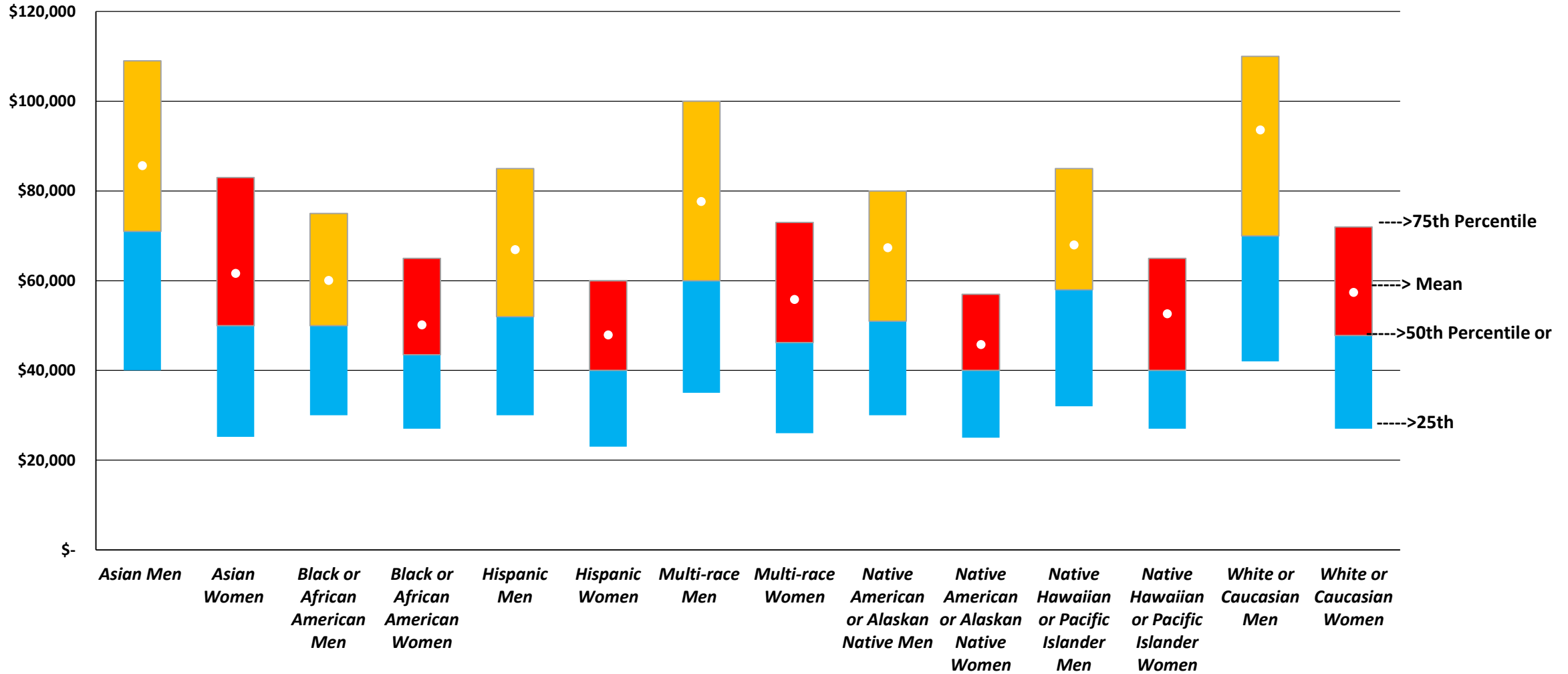


Occupation Fields	Asian Men	Asian Women	Black or African American Men	Black or African American Women	Hispanic Men	Hispanic Women	Multi-race Men	Multi-race Women	Native American or Alaskan Native Men	Native American or Alaskan Native Women	Native Hawaiian or Pacific Islander Men	Native Hawaiian or Pacific Islander Women	White or Caucasian Men	White or Caucasian Women
Architecture and Engineering Occupations	5.4%	1.3%	1.1%	0.3%	1.4%	0.3%	2.9%	0.6%	1.3%	0.2%	1.5%	0.5%	2.9%	0.4%
Arts, Design, Entertainment, Sports, and Media	1.6%	1.6%	1.2%	0.6%	1.2%	1.0%	2.3%	2.2%	1.0%	0.8%	1.4%	0.7%	1.9%	1.8%
Building and Grounds Cleaning and Maintenance	1.5%	1.4%	4.3%	3.1%	5.0%	7.2%	2.6%	1.7%	4.1%	3.8%	4.1%	3.1%	2.2%	1.5%
Business Operations Specialists	2.7%	2.7%	1.6%	2.2%	1.4%	1.6%	2.7%	3.2%	1.2%	1.7%	1.2%	2.0%	2.5%	2.5%
Community and Social Services Occupations	0.8%	0.9%	1.4%	2.6%	0.7%	1.5%	1.1%	2.3%	1.1%	2.4%	1.3%	1.4%	1.0%	1.7%
Computer and Mathematical Occupations	12.4%	4.3%	2.1%	1.1%	1.8%	0.6%	5.1%	1.9%	1.1%	0.7%	2.4%	1.0%	3.6%	1.1%
Construction and Extraction Occupations	2.1%	0.1%	5.0%	0.2%	16.2%	0.5%	6.4%	0.3%	11.1%	0.5%	8.1%	0.2%	7.2%	0.3%
Education, Training, and Library Occupations	3.2%	4.9%	2.1%	5.5%	1.6%	4.7%	3.0%	7.1%	1.8%	5.2%	2.1%	4.5%	2.9%	7.8%
Farming, Fishing, and Forestry Occupations	0.2%	0.1%	0.3%	0.1%	2.4%	1.2%	0.4%	0.1%	1.6%	0.2%	0.7%	0.3%	0.5%	0.1%
Financial Specialists	2.3%	3.3%	0.9%	1.5%	0.8%	1.1%	1.5%	1.9%	0.5%	1.3%	0.8%	2.1%	1.8%	1.9%
Food Preparation and Serving Occupations	4.5%	3.7%	4.2%	3.6%	5.5%	5.4%	4.0%	4.4%	3.8%	4.9%	4.8%	4.1%	2.0%	3.0%
Healthcare Practitioners and Technical Occupations	5.8%	9.2%	1.9%	6.3%	1.4%	3.6%	3.0%	7.4%	1.2%	4.7%	1.6%	4.0%	2.4%	7.4%
Healthcare Support Occupations	1.2%	3.6%	1.3%	7.5%	0.7%	4.6%	0.9%	4.5%	0.6%	4.5%	1.0%	5.8%	0.4%	2.7%
Installation, Maintenance, and Repair Workers	2.3%	0.2%	3.1%	0.2%	5.2%	0.2%	4.3%	0.3%	4.4%	0.2%	5.1%	0.4%	4.8%	0.2%
Legal Occupations	0.6%	0.7%	0.3%	0.6%	0.4%	0.6%	0.8%	1.0%	0.2%	0.5%	0.2%	0.6%	1.1%	0.9%
Life, Physical, and Social Science Occupations	1.9%	1.5%	0.3%	0.3%	0.3%	0.3%	0.8%	0.8%	0.5%	0.3%	0.5%	0.3%	0.8%	0.6%
Management, Business, Science, and Arts Occupations	9.0%	5.4%	4.2%	4.3%	5.4%	4.0%	7.9%	6.6%	5.1%	4.5%	6.5%	4.6%	10.0%	6.2%
Military Specific Occupations	0.6%	0.5%	1.3%	0.9%	0.7%	0.7%	1.2%	0.7%	1.3%	0.9%	1.4%	0.9%	0.6%	0.3%
N/A (Less than 16 years old/unemployed who never worked/NILF who last worked more than 5 years ago)	15.7%	29.6%	26.6%	28.4%	14.9%	30.3%	16.2%	22.7%	29.8%	34.3%	17.8%	27.8%	22.4%	32.4%
Office and Administrative Support Occupations	5.0%	8.5%	5.9%	13.1%	4.9%	12.0%	5.6%	13.6%	3.9%	11.8%	5.9%	15.2%	4.2%	13.3%
Personal Care and Service Occupations	1.9%	5.2%	1.4%	3.4%	1.0%	3.7%	1.2%	3.7%	1.3%	3.4%	1.2%	3.7%	0.8%	2.8%
Production Occupations	5.0%	3.2%	6.2%	2.9%	7.1%	4.0%	5.1%	2.0%	5.5%	2.5%	6.7%	3.0%	5.5%	1.8%
Protective Service Occupations	1.1%	0.2%	3.8%	1.8%	2.3%	0.6%	3.3%	0.8%	3.3%	1.1%	4.5%	1.1%	2.5%	0.5%
Sales and Related Occupations	7.3%	6.4%	4.9%	6.0%	5.9%	6.8%	7.7%	7.9%	4.7%	6.9%	5.8%	8.8%	8.2%	7.0%
Transportation and Material Moving Occupations	5.7%	1.4%	14.7%	3.4%	11.9%	3.4%	9.8%	2.4%	9.3%	2.9%	13.4%	3.9%	7.7%	1.7%

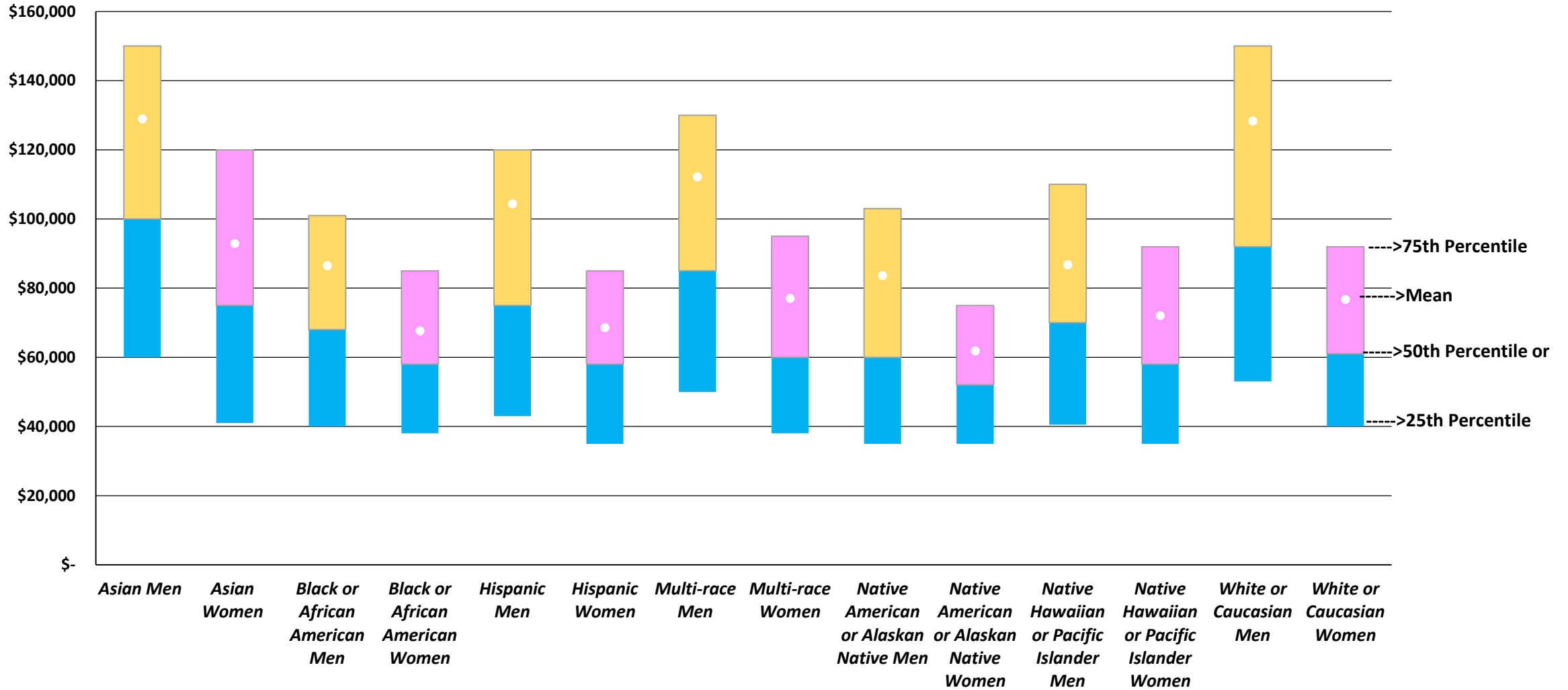
Graph F Educational attainment of adult men and adult women in the U.S. by race and ethnicity, 2017 through 2019 combined



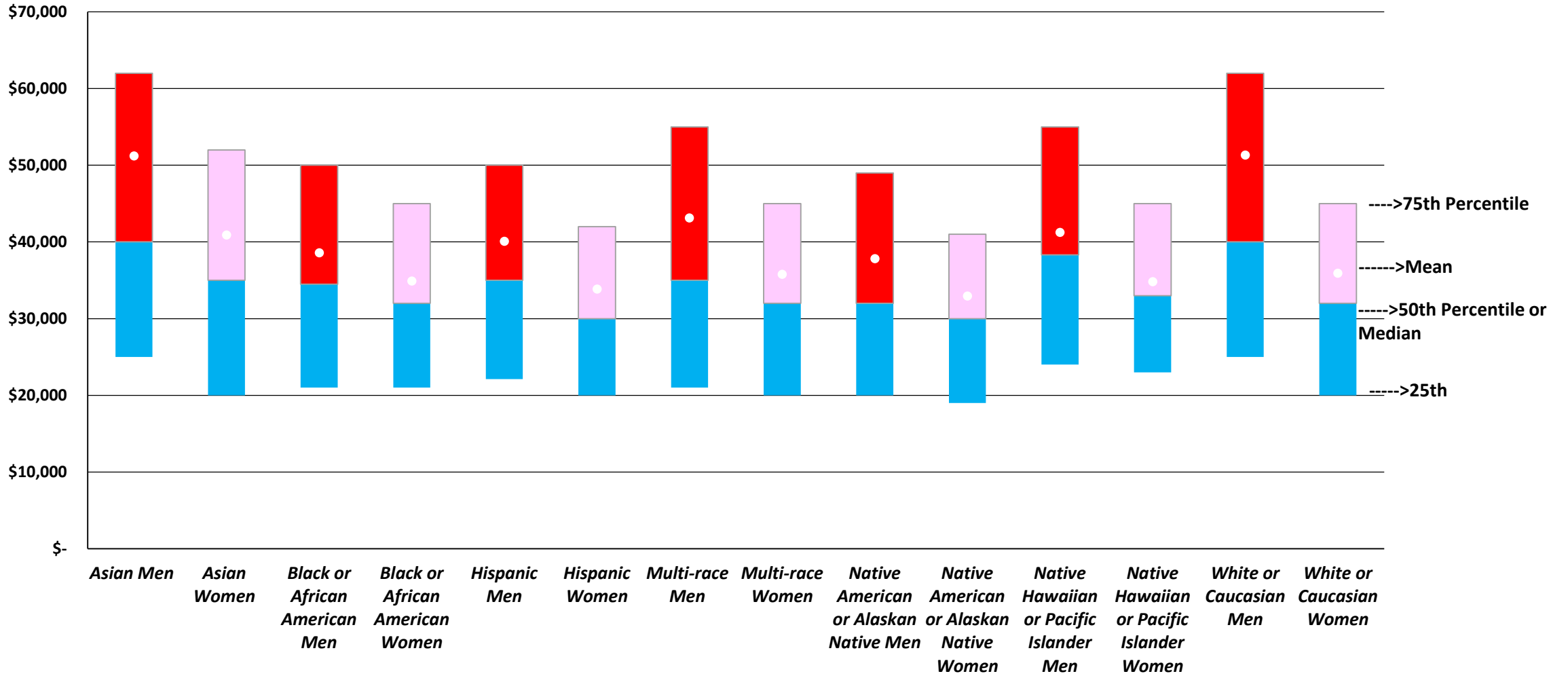
Graph H: Annual salaries of adult women and adult men with a Bachelor's Degree in the U.S. by race and ethnicity, 2017 to 2019 combined






Graph I: Annual salaries of adult women and adult men with Master's degree or higher in the U.S. by race and ethnicity, 2017 to 2019 combined



Graph K: Annual salaries of adult women and adult men in Office and Administrative Support occupations in the U.S. by race and ethnicity, 2017 to 2019 combined



Contact Information

 Instagram: @noelcollective
 Twitter: @NoelCollective
 Tumblr: thenoelcollective
Website: www.noelcollective.com
Email: inquiries@noelcollective.com



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