THE WHITE-BLACK PAY GAP

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WHITE PRIVILEGE

- White privilege: term coined by Peggy McIntosh to describe "an unearned package of unearned assets that I can count on cashing in each day, but about which I was 'meant' to remain oblivious"
- I can, if I wish, arrange to be in the company of people of my race most of the time.
- I can avoid spending time with people whom I was trained to mistrust and who have learned to mistrust my kind and more.
- I can be reasonably sure that my neighbors will be neutral or pleasant to me.
- When I am told about our national heritage or about "civilization," I am shown that people of my color made it what it is.
- Whether I use checks, credit cards, or cash, I can count on my skin color not to work against the appearance that I am financially reliable.
- I can swear, or dress in secondhand clothes, or not answer letters, without having people attribute these choices to the bad morals, the poverty, or the illiteracy of my race.
- I can be reasonably sure that if I ask to talk to "the person in charge," I will be facing a person of my race.
- I can worry about racism without being seen as self-interested or self-seeking.
- Whites can act as though they are "colorless" (not having a race)

Racial transparency: tendency for the race of a society's majority to be so obvious, normative, and unremarkable that it becomes, for all intents and purposes, invisible (p. 407)

MORE BENEFITS OF WHITENESS

- Psychological benefit of not having to experience discrimination—self-report studies show discrimination in:
  - College: including with white students, professors, campus police
  - Military: 75% reported racist encounters in past year; e.g., racist joke (52%)
  - Public: retail (30%), dining out (21%) in last month (Gallup Poll)
- Immediate economic gain—audit studies show discrimination in:
  - Housing: landlords in 53% of cases, real estate agents in 59%
  - Housing insurance in 53% of cases (Memphis 32%—Chicago 83%)
  - Hiring: 20% of cases in FEC DC study, 38% in UI DC-Chicago study
  - Another hiring study: "white" names 50% more likely to get interview
- Non-economic discrimination—studies report discrimination in:
  - Parents visiting schools: whites more likely to speak to principal and get tour
  - Asking for help in public places: blacks less likely to get response
  - Longer-term economic gain

WHY DO WHITES MAKE MORE THAN BLACKS?

- Household incomes vary by race
  - White mean = $70,331; Black mean = $46,631
  - Gap has closed slightly; 2007 = 66.3%; 1967 = 62.8%
- Why?
  - Household composition
  - Education gap
  - Work in different occupations
  - Blacks offered lower paying jobs within same occupations
  - Wealth gap

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HOUSEHOLD INCOME BY RACE, 1967-2007

EDUCATION BY RACE 2003

BLACK OCCUPATIONAL REPRESENTATION

INCOME OF LAWYERS BY RACE & GENDER

134,599 Lawyers Ages 35-39

(average earnings 1990)

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Black</th>
<th>Race ratio</th>
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<tbody>
<tr>
<td>Men</td>
<td>$79,838</td>
<td>$59,385</td>
<td>$745</td>
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<tr>
<td>Women</td>
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<tr>
<td>Salaried</td>
<td>59.3%</td>
<td>74.6%</td>
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THE WEALTH GAP