

# 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.
- I can easily buy posters, postcards, picture books, greeting cards, dolls, toys, and children’s magazines featuring people of my race.
- 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

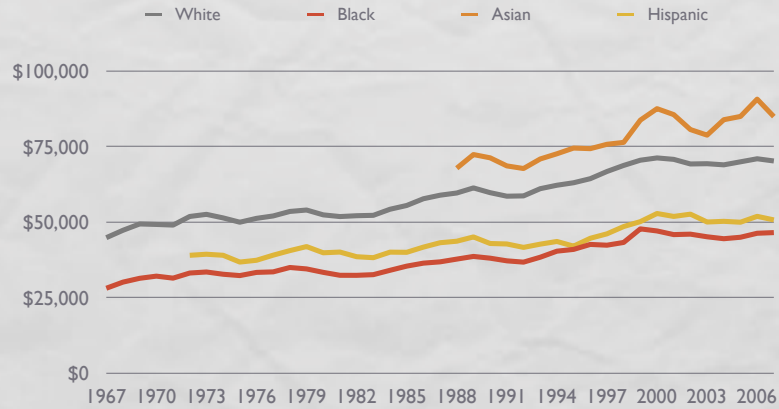
- Psychological benefit of not having to experience discrimination—self-report studies show discrimination in:
  - College: including with white students, professors, campus police
  - Military: 75% reported racist encounters in past year, e.g., racist joke (52%)
  - Public: retail (30%), dining out (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

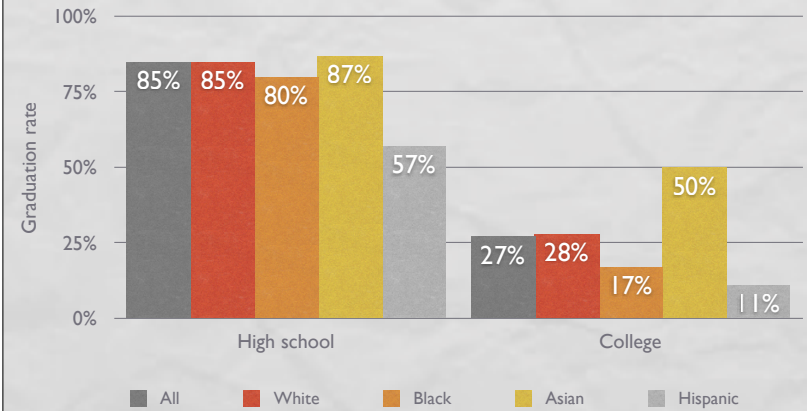
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# HOUSEHOLD INCOME BY RACE, 1967-2007



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# EDUCATION BY RACE 2003



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# BLACK OCCUPATIONAL REPRESENTATION

## Greatest black overrepresentation

Nursing aides & orderlies	30.4%
Postal clerks	29.3%
Hotel maids & housemen	29.1%
Corrections officers	28.2%
Bus drivers	27.9%
Telephone operators	26.0%
Pressing-machine officers	24.9%
Social workers	23.7%
Security guards	23.4%
Textile & apparel workers	20.3%
Janitors & cleaners	20.1%

## Greatest black underrepresentation

Geologists	0.5%
Dental hygienists	1.0%
Cabinetmakers	1.6%
Tool & dye makers	1.7%
Dentists	1.9%
Bartenders	2.0%
Advertising executives	2.3%
Architects	2.5%
Realtors	3.4%
Lawyers	3.6%
Designers	4.2%

Source: Hacker. 1997. *Money: Who Has How Much and Why*.

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# INCOME OF LAWYERS BY RACE & GENDER

134,599 Lawyers Ages 35-39

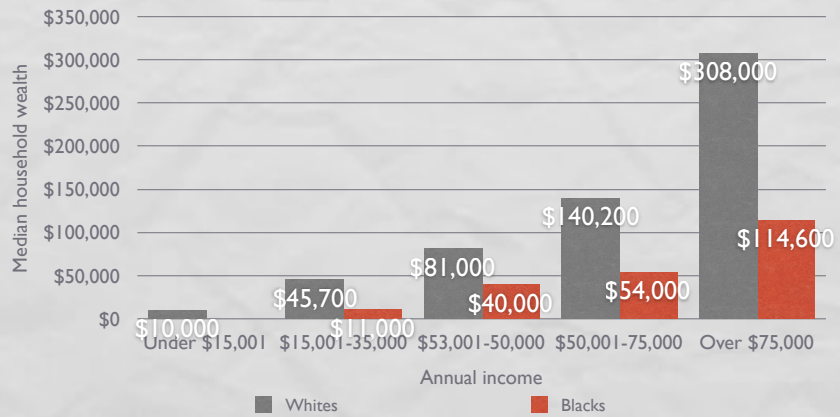
(average earnings 1990)

White Black Race ratio

Men	\$79,838	\$59,385	\$745
Women	\$52,339	\$48,433	\$926
Sex ratio	\$656	\$816	
Salaried	59.3%	74.6%	

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# THE WEALTH GAP



Source: Conley, Dalton. 1999. *Being Black, Living in the Red*.

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