

THE WAGE GAP IN WYOMING 2022

How Gender, Race and Ethnicity Affect Pay Equity



Women in Wyoming earn **75¢** to every dollar earned by men...



...and here's what that extra 25¢ can buy:



108 more weeks of food



12 more months of mortgage and utilities payments



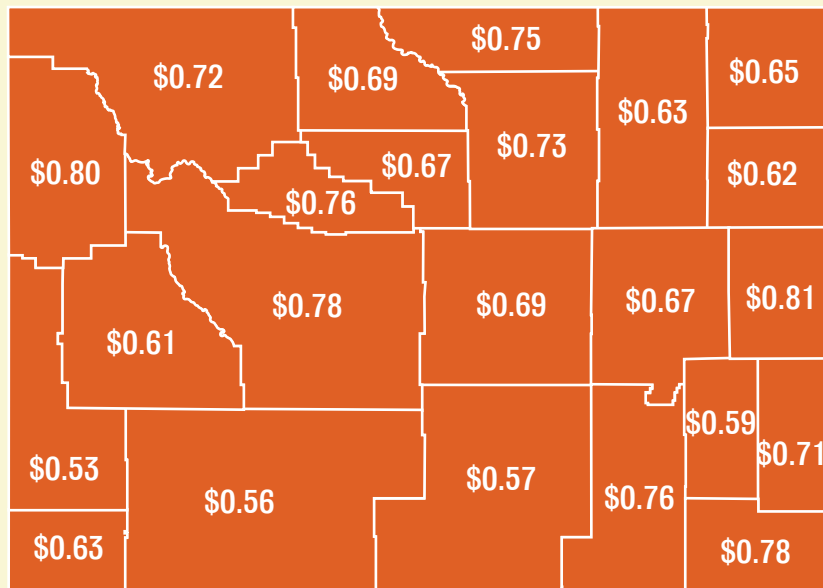
21 more months of rent

or



8,402 additional gallons of gas

Women earn less than men in each county in Wyoming



Factors Associated with Wages and the Wage Gap

Educational Attainment

Compensation rises for both women and men with higher educational attainment, yet the wage gap persists.

College Major

Men are more likely to earn a degree in a major that has a higher average pay, and women are more likely to earn a degree in a lower paying major.

Occupation

The only industries where women make more than men are those that pay the least, such as in food preparation and serving-related occupations.

Hours Worked

The Gender Wage Gap is significantly higher for full-time workers than part-time workers. Additionally, the GWG tends to get larger as pay increases.

Race and Ethnicity

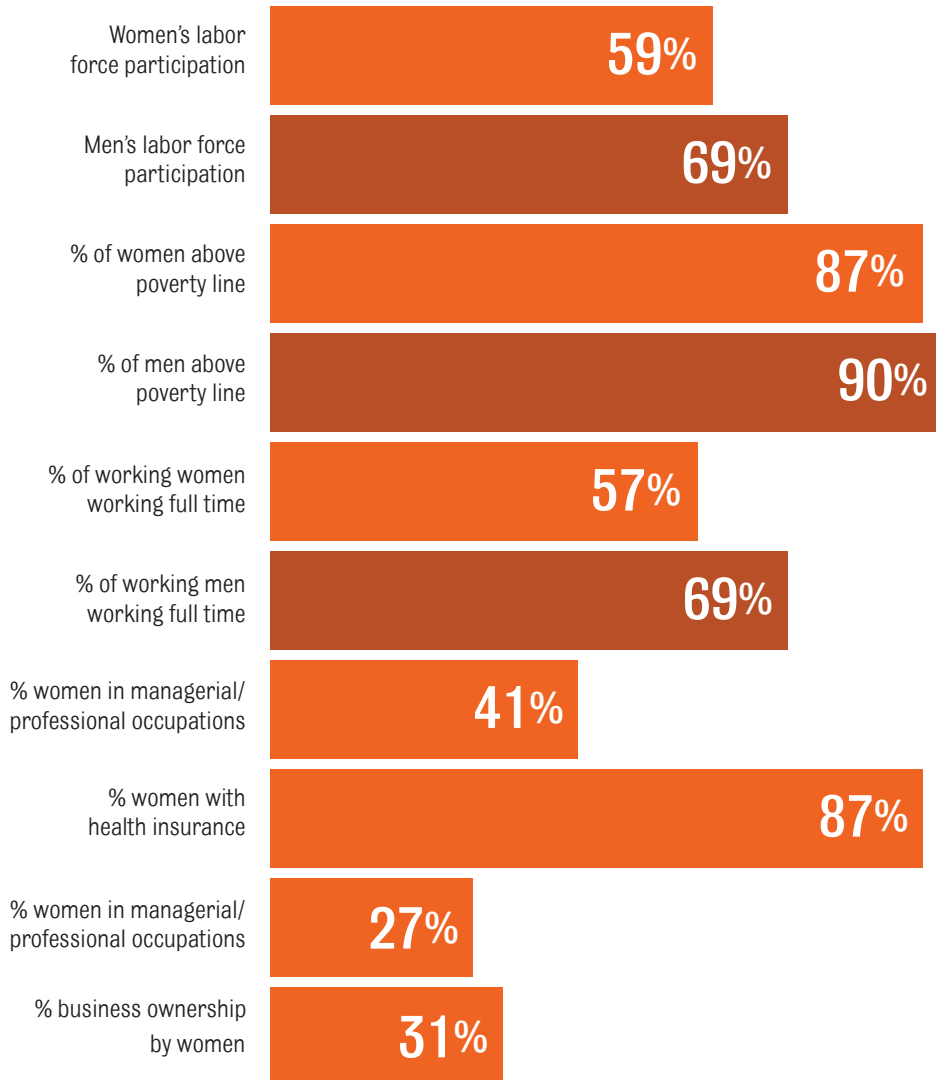
Similar to general U.S. trends, Wyoming workers who identify as White have higher wages than most people of color.

Discrimination

Of the \$0.25 less women earn for every \$1 earned by men in Wyoming, over \$0.22 is potentially due to discrimination.

Over the course of a year, this wage gap results in an estimated loss of \$1.5 billion to the Wyoming economy.

Wyoming's indicators of social and economic security



Ways to close the wage gap:



Advocate



Increase



Support



It is striking to think about just how much Wyoming's economy would benefit from women making wages equal to men. When you think about the amount women could spend back into their communities, equal wages would be a huge win-win for families and for the Wyoming economy.

– Rebekah Hazelton, WYWF Director



\$22.79

Men's hourly wage



\$17.04

Women's hourly wage



25¢

Wage gap of hourly wage