



Report - August 2020

Stark Disparities in Employment and Wages for Black New Yorkers

The growing mass movement for racial justice has shined a light on harsh disparities affecting nearly every facet of American life—from criminal justice and policing to the health and economic effects of the pandemic. This new analysis examines disparities in employment and wages experienced by Black residents of New York City, finding widespread underrepresentation and alarming wage gaps across dozens of industries.

by Jonathan Bowles, Eli Dvorkin, and Charles Shaviro

In recent weeks, the growing mass movement for racial justice has shined a light on harsh disparities affecting nearly every facet of American life—from criminal justice and policing to the health and economic effects of the pandemic. This new analysis examines disparities in employment and wages experienced by Black residents of New York City, finding widespread underrepresentation across dozens of industries and alarming wage gaps.

This analysis shows that Black New Yorkers hold a shockingly small share of the jobs in a wide array of well-paying industries—not just in finance and technology, but also in creative fields, construction, manufacturing, and business services.

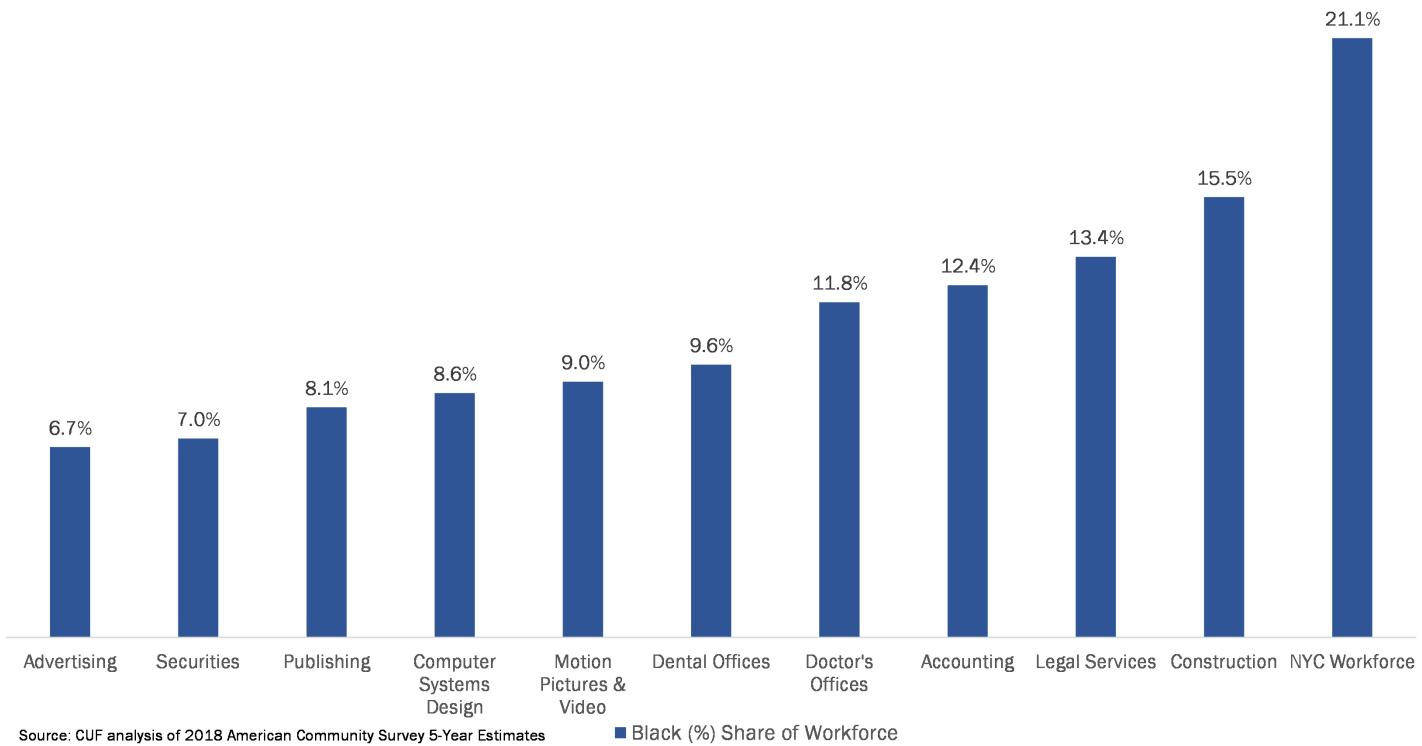
Black New Yorkers account for just 7 percent of the workforce in advertising, 7 percent in the securities industry, 8 percent in publishing, 9 percent in computer systems design (the largest field within the tech sector), 9 percent in motion pictures and video, 13 percent in legal services, and 16 percent in construction, even though Black New Yorkers make up 21 percent of the overall workforce and 22 percent of the city's population.

Black New Yorkers are also underrepresented in many industries with a significant number of accessible, middle-wage jobs, comprising just 10 percent of all workers in dental offices, 12 percent in doctor's offices, and 14 percent in food manufacturing, among others.

In addition to these workforce disparities, this analysis finds significant income disparities between Black and white workers in nearly every industry—not just high-paying fields. For example, the median annual income for Black New Yorkers employed in the city's department stores is barely one-third of that of their white counterparts (\$15,870 vs \$44,674). Black postal workers earn \$41,261, compared to \$59,277 earned by white colleagues. There are similarly large pay disparities between

Black and white New Yorkers in the warehousing and storage industry (\$25,616 vs \$47,080), sporting goods stores (\$18,443 vs \$32,000), beauty salons (\$10,474 vs \$25,000), newspaper publishing (\$30,500 vs \$79,348), the film & tv sector (\$29,321 vs \$61,478), banking (\$52,899 vs \$123,370) and dozens of other industries.¹

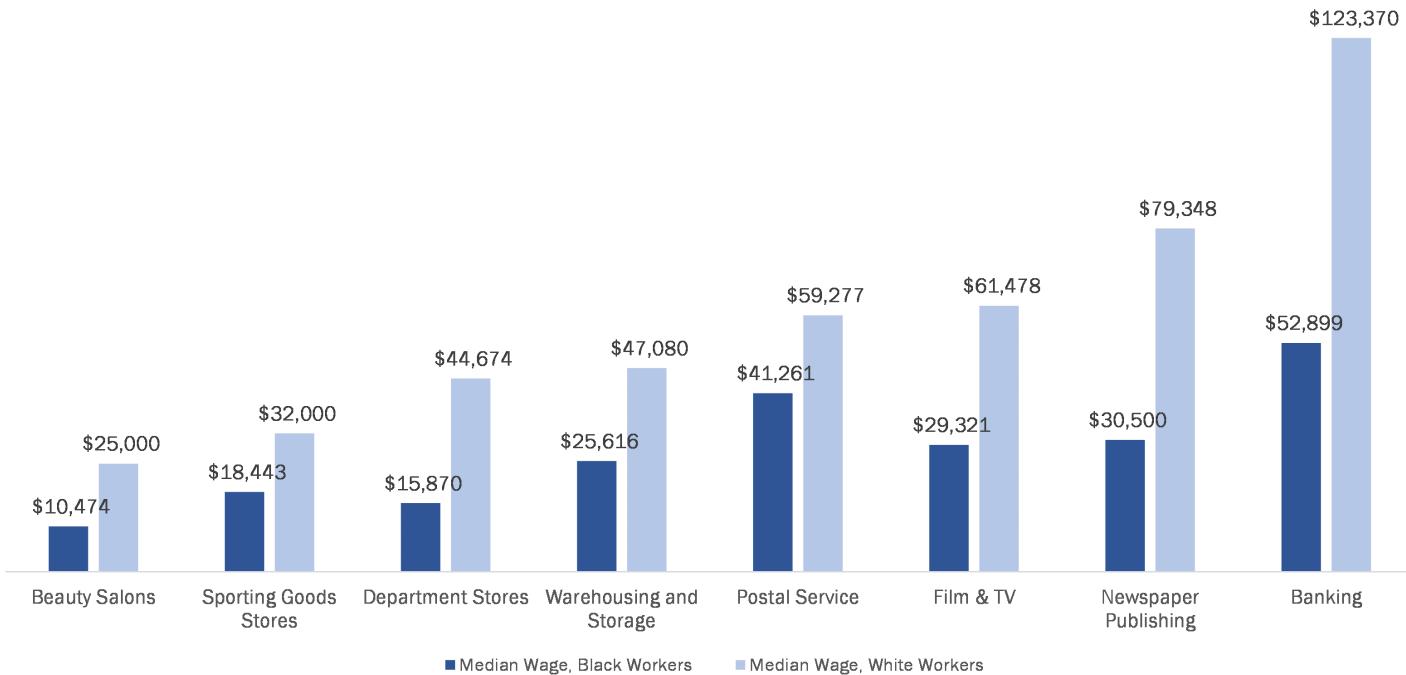
Black New Yorkers Are Underrepresented in Dozens of High- and Middle-Wage Industries



Source: CUF analysis of 2018 American Community Survey 5-Year Estimates

■ Black (%) Share of Workforce

Black New Yorkers Earn Less Than White New Yorkers in Most Industries



Source: CUF analysis of 2018 American Community Survey 5-Year Estimates

Indeed, Black workers earned more than their white counterparts in just 12 of the nearly 140 industries we analyzed for this report—and all but four pay less than \$39,000 annually. In 33 other industries, the gap in median incomes for Black and white workers was less than \$10,000. In the remaining 92 industries, the income gap was greater than \$10,000. Often, industries that typically produce middle-wage jobs for white New Yorkers pay near-poverty wages to Black New Yorkers.

The factors that produce these disparities are complex and pervasive, likely including persistent gaps in educational attainment by race and income—magnified by the effect of systemic racism. No matter the scale of the challenge, closing these gaps should be among the city's highest policy priorities and will require a dedicated and long-term response. For the city's economy not only to recover from the current crisis, but to reemerge more equitable and inclusive, policymakers will need to take strong steps to help more Black New Yorkers gain footholds—and advance—in a diverse range of well-paying and accessible fields. This should include major new efforts to help more Black New Yorkers earn a postsecondary credential, access high-quality job training, or start and grow a business. At the same time, industry leaders will need to develop and expand evidence-based strategies and partnerships to ensure that Black New Yorkers can participate and thrive in the city's eventual economic rebound.

Black New Yorkers are significantly underrepresented in many of the city's high- and middle-wage industries

Our analysis shows that Black New Yorkers make up a strikingly small share of the workforce in many of the city's high- and middle-wage industries. This includes the finance and tech sectors, but also many of the city's creative industries, offices of physicians and dentists, and even the more accessible manufacturing sector.

The following data shows the Black share of the workforce in a number of higher-wage and middle-wage sectors, broken down by industry category:

Creative Industries

- 7% in advertising, public relations, and related services

- 8% in the periodical, book, and directory publishers sector
- 8% in architectural, engineering, and related services
- 9% in motion pictures and video industries

Technology

- 6% in scientific research and development services
- 7% at software publishers²
- 9% in computer systems design (which makes up the largest share of workers in the city's tech sector)
- 9% of Internet publishing and broadcasting and web search portals
- 11% in data processing, hosting, and related services.
- 12% of electronic shopping and mail order houses (which includes most e-commerce companies)

Finance and Insurance

- 7% in securities, commodities, funds, trusts, and other financial investments, the highest-earning financial sector
- 9% percent in the nondepository credit and related activities sector
- 13% in banking and related activities

Medical & Dental Offices

- 10% in offices of dentists
- 12% at offices of physicians
- 6% at offices of other health practitioners

Business Services

- 8% in management, scientific, and technical consulting services
- 12% in accounting, tax preparation, bookkeeping, and payroll services
- 13% in legal services

Manufacturing

- 7% in apparel manufacturing
- 14% in food manufacturing
- 15% in the printing sector
- 15% in pharmaceutical and medicine manufacturing

There is a strikingly large income gap between Black and white workers in nearly every industry

Our analysis reveals a significant disparity in the median salary for Black and white workers in most industries. This includes high-wage fields like finance and tech. But more surprisingly, it includes other sectors like retail, warehousing, personal services, and even the postal service.

The following is a small sampling of the industries where median annual income is significantly lower for Black workers

compared to white workers:

Retail

- Department stores – \$15,870 for Black workers vs \$44,674 for white workers
- Sporting goods stores – \$18,443 vs \$32,000
- Furniture and home furnishings stores – \$20,000 vs \$52,000
- Automotive parts, accessories, and tire stores – \$12,568 vs \$31,755
- Clothing stores – \$20,000 vs \$52,899
- Electronics stores – \$25,137 vs \$52,926
- Pharmacies and drug stores – \$20,102 vs \$40,000
- Beauty salons – \$10,474 vs \$25,000

Transportation & Warehousing

- Warehousing and storage – \$25,616 vs \$47,080
- Water transportation – \$24,000 vs \$36,658
- Bus service and urban transit – \$52,369 vs \$68,769
- Air transportation – \$31,421 vs \$65,628
- Postal Service – \$41,261 vs \$59,277

Finance, Tech, Creative & Professional Services

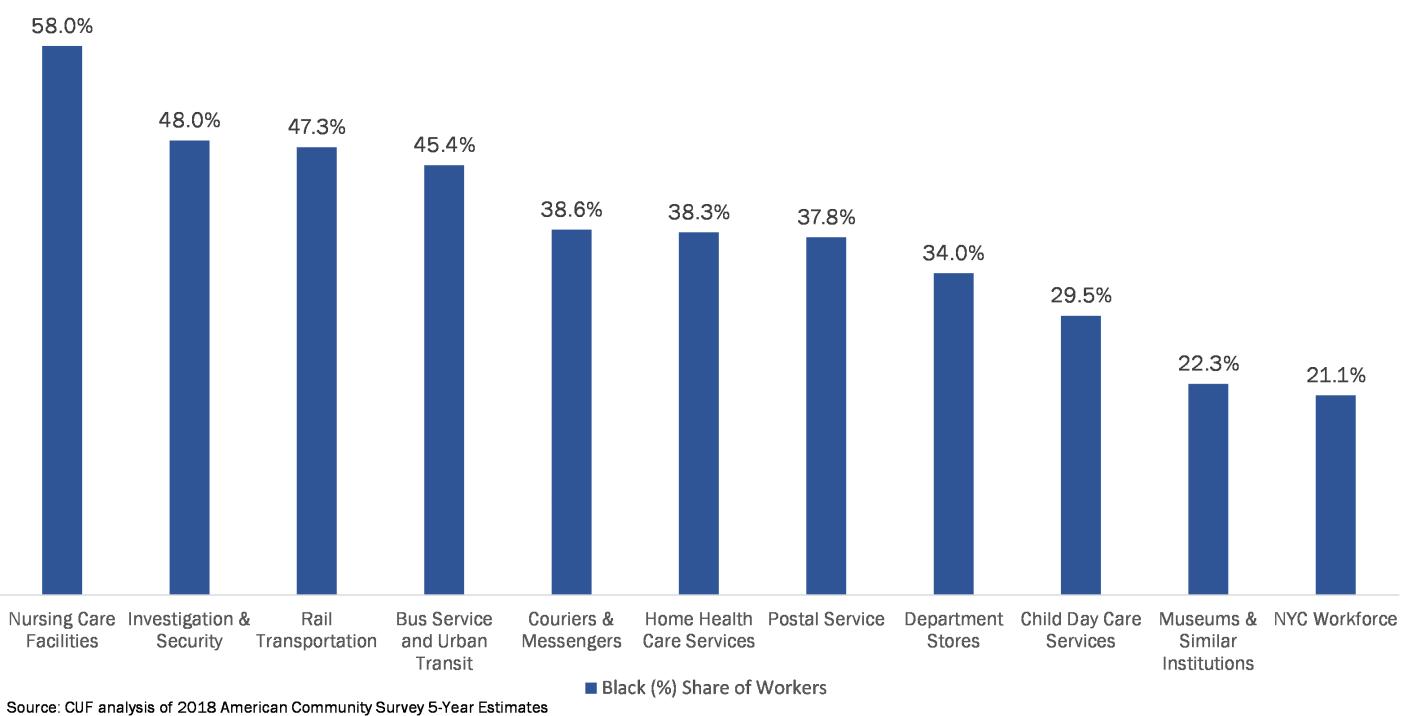
- Legal services – \$53,984 vs \$101,000
- Banking and related activities – \$52,899 vs \$123,370
- Securities, commodities, funds, trusts, and other financial investments – \$70,885 vs \$137,606
- Motion pictures & video industries – \$29,321 vs \$61,478
- Advertising, public relations, and related services – \$63,479 vs \$81,971
- Newspaper publishers – \$30,500 vs \$79,348
- Accounting, tax preparation, bookkeeping, and payroll services – \$47,633 vs \$69,675
- Electronic shopping and mail-order houses – \$35,000 vs \$68,769
- Real estate property managers, offices of real estate appraisers, and other activities related to real estate – \$40,985 vs \$58,000

In some industries, Black New Yorkers comprise a more representative share of the workforce

There are a number of industries where Black workers make up a disproportionately large share of the workforce or generally reflect their overall share (21 percent). For instance, the following data shows the Black share of the workforce in industries including:

- Nursing care facilities – 58% of the workforce
- Community food and housing, and emergency services – 49%

- Investigation and security services – 48%
- Rail transportation – 47%
- Bus service and urban transit – 45%
- Administration of human resource programs – 44%
- Couriers and messengers – 39%
- Home health care services – 38%
- Postal services – 38%
- Psychiatric and substance abuse hospitals – 37%
- Public finance activities – 36%
- Justice, public order, and safety activities – 35%
- Department stores – 34%
- General medical and surgical hospitals, and specialty (except psychiatric and substance abuse) hospitals – 33%
- Individual and family services – 32%
- Air Transportation – 32%
- Savings institutions, including credit unions – 31%
- Child day care services – 30%
- Truck transportation – 27%
- Museums, art galleries, historical sites, and similar institutions – 22%
- Insurance carriers – 21%
- Elementary and secondary schools – 21%
- Automobile dealers – 20%
- Traveler accommodation – 19%
- Book stores & news dealers – 18%

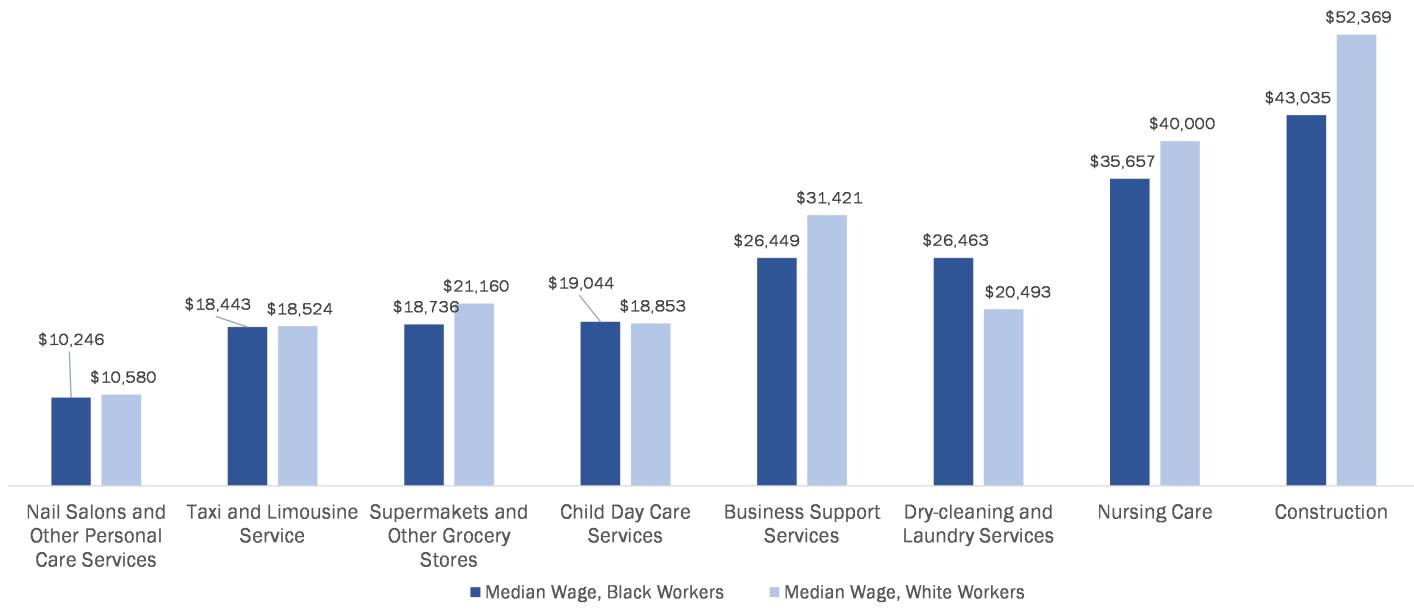


Source: CUF analysis of 2018 American Community Survey 5-Year Estimates

A small number of industries show little or no pay disparities

In 12 of the nearly 140 industries we analyzed for this report, Black workers had a higher median annual income than white workers. And in 33 other industries, the gap in median annual incomes for Black and white workers was less than \$10,000. The following are examples of industries with little or no differences in median annual income between Black and white workers:

- Child day care services – \$19,044 for Black workers vs \$18,853 for white workers
- Convenience stores – \$23,181 vs \$15,878
- Drycleaning and laundry services – \$26,463 vs \$20,493
- Nail salons and other personal care services – \$10,246 vs \$10,580
- Barber shops – \$21,170 vs \$13,381
- Nursing care – \$35,657 vs \$40,000
- Truck transportation – \$30,739 vs \$35,862
- Automotive repair and maintenance – \$31,739 vs \$35,000
- Taxi and limousine service – \$18,443 vs \$18,524
- Business support services - \$26,449 vs \$31,421
- Construction – \$43,035 vs \$52,369
- Supermarkets and other grocery stores – \$18,736 vs \$21,160



Source: CUF analysis of 2018 American Community Survey 5-Year Estimates

Understanding the gaps in workforce representation and income

This data brief is intended to shed light on the scope and scale of the disparities affecting Black New Yorkers in the city's workforce. It does not include an in-depth analysis of their causes and contributing factors, which are complex and interconnected with issues of racism, poverty, and other socioeconomic conditions.

However, data suggests that at least some of these disparities are linked to significant gaps in postsecondary educational attainment. In many higher-paying industries, the lion's share of job and wage growth has gone to workers with four-year college or graduate degrees. For industries with steep educational and licensing requirements—like architecture, engineering, and medicine—workers with those credentials will understandably earn more than those without them. As a result, the alarmingly low share of Black New Yorkers with those credentials likely contributes to both hiring and wage disparities. For instance, while 68.6 percent of white New Yorkers in the labor force have obtained a bachelor's degree or higher level of education, the same is true for just 30.7 percent of Black New Yorkers.

But gaps in educational attainment alone can't fully account for these enormous disparities. Research suggests that other forces are also at play, including hiring practices that disadvantage Black candidates, unequal access to peer networks and mentorship, the harmful effects of poverty, and the impact of systemic racism. Advancing racial justice in employment and wages will require policies that tackle all of these interconnected factors.

Although more research is needed to unpack these complex challenges and develop a full range of solutions, there are several important steps that policymakers and industry leaders can take in the near term to help narrow these disparities. These include:

- Strengthening and expanding programs that can help more Black New Yorkers to enroll and succeed in postsecondary education, including the evidence-backed CUNY ASAP initiative.
- Scaling up skills-building pathways that have demonstrated success in helping to diversify growing industries, such as high-quality training for tech careers and apprenticeship programs that include—but extend beyond—the building trades.
- Investing in work-based learning opportunities, including paid internships and career exploration initiatives.

- Recruiting industry leaders across sectors—from finance and healthcare to tech and the creative economy to retail and manufacturing—to audit and improve internal policies and practices and partner with education and training providers to design credentials, build programs, and broaden pipelines.

The Center for an Urban Future is continuing to analyze the pervasive racial disparities in employment that harm Black New Yorkers and undermine New York City's pursuit of a more inclusive economy. Future research will dig deeper into the specific causes and effects of these disparities and tackle multiple ways that policymakers and industry leaders can help to close these gaps.

Methodology

In this brief, we analyze data from the U.S. Census Bureau 2018 American Community Survey 5-Year sample. We use the total pre-tax wage and salary income earned by New York residents employed in the different four-digit industries laid out in the Census's current industrial classification system, for which there was a large enough sample for our findings to be worth noting (we analyzed the four-digit industries that have at least 400 Black workers). While we found evidence of similar disparities in representation and wages for other racial and ethnic groups, which will be addressed in future reports, this report focuses on the specific disparities affecting Black New Yorkers.

Notes

1. Software publishing employed just 214 Black New Yorkers in 2018, which is below this report's 400-employee cutoff (see methodology above). However, these workers are part of a sufficiently large sample to be of note.

2. Disparities are calculated based on median annual wages from employment for workers in each industry.

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
ELECTRIC POWER	24%	38%	27%	8%
GENERATION, TRANSMISSION AND DISTRIBUTION				
NATURAL GAS DISTRIBUTION	12%	40%	36%	9%
CONSTRUCTION	42%	30%	16%	10%
RETAIL BAKERIES	47%	21%	12%	18%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
BAKERIES AND TORTILLA MANUFACTURING, EXCEPT RETAIL BAKERIES	55%	18%	11%	14%
CUT AND SEW, AND APPAREL ACCESSORIES AND OTHER APPAREL MANUFACTURING	25%	24%	7%	41%
PRINTING AND RELATED SUPPORT ACTIVITIES	27%	36%	15%	18%
PHARMACEUTICAL AND MEDICINE MANUFACTURING	19%	38%	15%	23%
SOAP, CLEANING COMPOUND, AND COSMETICS MANUFACTURING	32%	42%	9%	13%
MISCELLANEOUS FABRICATED METAL PRODUCTS MANUFACTURING	28%	37%	22%	11%
FURNITURE AND RELATED PRODUCT MANUFACTURING	37%	36%	15%	11%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
MEDICAL EQUIPMENT AND SUPPLIES	37%	37%	10%	14%
MANUFACTURING				
MISCELLANEOUS MANUFACTURING, N.E.C.	35%	33%	11%	19%
NOT SPECIFIED MANUFACTURING INDUSTRIES	53%	20%	12%	13%
PROFESSIONAL AND COMMERCIAL EQUIPMENT AND SUPPLIES	19%	45%	10%	21%
MERCHANT WHOLESALERS				
HOUSEHOLD APPLIANCES AND ELECTRICAL AND ELECTRONIC GOODS	25%	47%	15%	9%
MERCHANT WHOLESALERS				
APPAREL, PIECE GOODS, AND NOTIONS	20%	45%	8%	23%
MERCHANT WHOLESALERS				
GROCERY AND RELATED PRODUCT	43%	30%	10%	16%
MERCHANT WHOLESALERS				

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
WHOLESALE ELECTRONIC MARKETS AND AGENTS AND BROKERS	18%	41%	14%	26%
NOT SPECIFIED				
WHOLESALE TRADE	25%	36%	12%	26%
AUTOMOBILE DEALERS	35%	28%	20%	12%
AUTOMOTIVE PARTS, ACCESSORIES, AND TIRE STORES	47%	18%	20%	10%
FURNITURE AND HOME FURNISHINGS STORES	25%	40%	20%	11%
ELECTRONICS STORES	29%	37%	18%	14%
BUILDING MATERIAL AND SUPPLIES DEALERS	19%	29%	35%	13%
SUPERMARKETS AND OTHER GROCERY (EXCEPT CONVENIENCE) STORES	51%	18%	14%	15%
CONVENIENCE STORES	54%	15%	13%	16%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
SPECIALTY FOOD STORES	48%	26%	5%	18%
PHARMACIES AND DRUG STORES	25%	25%	23%	25%
HEALTH AND PERSONAL CARE, EXCEPT DRUG, STORES	34%	33%	17%	14%
GASOLINE STATIONS	18%	22%	12%	43%
CLOTHING STORES	30%	32%	22%	13%
SHOE STORES	36%	23%	30%	7%
JEWELRY, LUGGAGE, AND LEATHER GOODS STORES	21%	41%	12%	22%
SPORTING GOODS, AND HOBBY AND TOY STORES	34%	30%	25%	9%
BOOK STORES AND NEWS DEALERS	15%	42%	18%	24%
DEPARTMENT STORES	28%	23%	34%	13%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
GENERAL				
MERCHANDISE				
STORES, INCLUDING	29%	20%	37%	11%
WAREHOUSE				
CLUBS AND				
SUPERCENTERS				
OFFICE SUPPLIES				
AND STATIONERY	32%	24%	29%	11%
STORES				
GIFT, NOVELTY, AND SOUVENIR	17%	29%	17%	33%
SHOPS				
MISCELLANEOUS				
RETAIL STORES	21%	48%	15%	13%
ELECTRONIC				
SHOPPING AND				
MAIL-ORDER	13%	51%	12%	19%
HOUSES				
NOT SPECIFIED				
RETAIL TRADE	31%	25%	25%	17%
AIR				
TRANSPORTATION	26%	25%	32%	14%
RAIL				
TRANSPORTATION	18%	26%	47%	5%
WATER				
TRANSPORTATION	28%	38%	28%	6%
TRUCK				
TRANSPORTATION	31%	26%	27%	13%
BUS SERVICE AND				
URBAN TRANSIT	25%	18%	45%	9%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
TAXI AND LIMOUSINE SERVICE	29%	12%	20%	35%
SERVICES INCIDENTAL TO TRANSPORTATION	27%	24%	30%	16%
POSTAL SERVICE	23%	15%	38%	23%
COURIERS AND MESSENGERS	35%	17%	39%	6%
WAREHOUSING AND STORAGE	42%	15%	29%	13%
NEWSPAPER PUBLISHERS	16%	52%	13%	18%
PERIODICAL, BOOK, AND DIRECTORY PUBLISHERS	9%	73%	8%	8%
MOTION PICTURES AND VIDEO INDUSTRIES	12%	69%	9%	6%
BROADCASTING (EXCEPT INTERNET)	17%	54%	16%	9%
INTERNET PUBLISHING AND BROADCASTING AND WEB SEARCH PORTALS	8%	67%	9%	13%
WIRED TELECOMMUNICATIONS CARRIERS	21%	39%	27%	9%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
TELECOMMUNICATIONS, EXCEPT WIRED TELECOMMUNICATIONS CARRIERS	27%	44%	16%	12%
DATA PROCESSING, HOSTING, AND RELATED SERVICES	10%	51%	11%	26%
LIBRARIES AND ARCHIVES	13%	39%	29%	16%
OTHER INFORMATION SERVICES, EXCEPT LIBRARIES AND ARCHIVES, AND INTERNET PUBLISHING AND BROADCASTING AND WEB SEARCH PORTALS	11%	63%	7%	15%
BANKING AND RELATED ACTIVITIES	16%	45%	13%	23%
SAVINGS INSTITUTIONS, INCLUDING CREDIT UNIONS	20%	26%	31%	18%
NONDEPOSITORY CREDIT AND RELATED ACTIVITIES	18%	51%	9%	20%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
SECURITIES, COMMODITIES, FUNDS, TRUSTS, AND OTHER FINANCIAL INVESTMENTS	9%	63%	7%	19%
INSURANCE CARRIERS	19%	44%	21%	13%
AGENCIES, BROKERAGES, AND OTHER INSURANCE RELATED ACTIVITIES	21%	42%	19%	15%
LESSORS OF REAL ESTATE, AND OFFICES OF REAL ESTATE AGENTS AND BROKERS	30%	41%	17%	9%
REAL ESTATE PROPERTY MANAGERS, OFFICES OF REAL ESTATE APPRAISERS, AND OTHER ACTIVITIES	34%	42%	14%	7%
RELATED TO REAL ESTATE				
AUTOMOTIVE EQUIPMENT RENTAL AND LEASING	21%	25%	39%	9%
LEGAL SERVICES	16%	58%	13%	10%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
ACCOUNTING, TAX PREPARATION, BOOKKEEPING, AND PAYROLL SERVICES	12%	50%	12%	23%
ARCHITECTURAL, ENGINEERING, AND RELATED SERVICES	14%	56%	8%	19%
SPECIALIZED DESIGN SERVICES	15%	59%	8%	15%
COMPUTER SYSTEMS DESIGN AND RELATED SERVICES	11%	58%	9%	21%
MANAGEMENT, SCIENTIFIC, AND TECHNICAL CONSULTING SERVICES	12%	62%	8%	15%
SCIENTIFIC RESEARCH AND DEVELOPMENT SERVICES	17%	58%	6%	16%
ADVERTISING, PUBLIC RELATIONS, AND RELATED SERVICES	12%	68%	7%	12%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
OTHER				
PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES	14%	64%	8%	12%
MANAGEMENT OF COMPANIES AND ENTERPRISES	22%	47%	16%	12%
EMPLOYMENT SERVICES	20%	37%	29%	11%
BUSINESS SUPPORT SERVICES	20%	40%	22%	12%
TRAVEL ARRANGEMENTS AND RESERVATION SERVICES	24%	42%	13%	18%
INVESTIGATION AND SECURITY SERVICES	29%	14%	48%	7%
SERVICES TO BUILDINGS AND DWELLINGS (EXCEPT CLEANING DURING CONSTRUCTION AND IMMEDIATELY AFTER CONSTRUCTION)	61%	15%	17%	5%
LANDSCAPING SERVICES	51%	26%	15%	4%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
OTHER				
ADMINISTRATIVE				
AND OTHER	20%	50%	17%	9%
SUPPORT				
SERVICES				
WASTE				
MANAGEMENT				
AND	31%	39%	22%	4%
REMEDIATION				
SERVICES				
ELEMENTARY AND				
SECONDARY	22%	47%	21%	8%
SCHOOLS				
COLLEGES,				
UNIVERSITIES,				
AND				
PROFESSIONAL	17%	51%	15%	14%
SCHOOLS,				
INCLUDING				
JUNIOR COLLEGES				
BUSINESS,				
TECHNICAL, AND				
TRADE SCHOOLS	15%	50%	21%	12%
AND TRAINING				
OTHER SCHOOLS				
AND				
INSTRUCTION,				
AND	17%	55%	11%	13%
EDUCATIONAL				
SUPPORT				
SERVICES				
OFFICES OF				
PHYSICIANS	26%	41%	12%	18%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
OFFICES OF DENTISTS	32%	39%	10%	16%
OUTPATIENT CARE CENTERS	24%	32%	25%	18%
HOME HEALTH CARE SERVICES	31%	13%	38%	14%
OTHER HEALTH CARE SERVICES	22%	27%	35%	12%
GENERAL MEDICAL AND SURGICAL HOSPITALS, AND SPECIALTY (EXCEPT PSYCHIATRIC AND SUBSTANCE ABUSE) HOSPITALS	20%	28%	33%	17%
PSYCHIATRIC AND SUBSTANCE ABUSE HOSPITALS	23%	30%	37%	8%
NURSING CARE FACILITIES (SKILLED NURSING FACILITIES)	15%	13%	58%	11%
RESIDENTIAL CARE FACILITIES, EXCEPT SKILLED NURSING FACILITIES	18%	18%	53%	7%
INDIVIDUAL AND FAMILY SERVICES	33%	22%	32%	11%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
COMMUNITY FOOD AND HOUSING, AND EMERGENCY SERVICES	27%	16%	49%	5%
VOCATIONAL REHABILITATION SERVICES	21%	25%	42%	8%
CHILD DAY CARE SERVICES	41%	17%	30%	9%
PERFORMING ARTS COMPANIES	12%	68%	12%	7%
SPECTATOR SPORTS	16%	62%	13%	6%
PROMOTERS OF PERFORMING ARTS, SPORTS, AND SIMILAR EVENTS, AGENTS AND MANAGERS FOR ARTISTS, ATHLETES, ENTERTAINERS, AND OTHER PUBLIC FIGURES	17%	59%	15%	6%
INDEPENDENT ARTISTS, WRITERS, AND PERFORMERS	11%	69%	11%	7%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
MUSEUMS, ART GALLERIES, HISTORICAL SITES, AND SIMILAR INSTITUTIONS	20%	47%	22%	8%
OTHER AMUSEMENT, GAMBLING, AND RECREATION INDUSTRIES	28%	39%	20%	10%
TRAVELER ACCOMMODATION	38%	20%	19%	20%
RESTAURANTS AND OTHER FOOD SERVICES	44%	19%	13%	23%
DRINKING PLACES, ALCOHOLIC BEVERAGES	33%	50%	9%	5%
AUTOMOTIVE REPAIR AND MAINTENANCE	46%	17%	20%	12%
ELECTRONIC AND PRECISION EQUIPMENT REPAIR AND MAINTENANCE	29%	27%	21%	22%
COMMERCIAL AND INDUSTRIAL MACHINERY AND EQUIPMENT REPAIR AND MAINTENANCE	33%	20%	25%	16%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
PERSONAL AND HOUSEHOLD GOODS REPAIR AND MAINTENANCE	38%	35%	14%	11%
BARBER SHOPS	57%	21%	21%	1%
BEAUTY SALONS	36%	26%	14%	22%
NAIL SALONS AND OTHER PERSONAL CARE SERVICES	17%	12%	4%	66%
DRYCLEANING AND LAUNDRY SERVICES	43%	7%	12%	35%
OTHER PERSONAL SERVICES	45%	30%	17%	5%
RELIGIOUS ORGANIZATIONS	20%	43%	20%	14%
CIVIC, SOCIAL, ADVOCACY ORGANIZATIONS, AND GRANTMAKING AND GIVING SERVICES	17%	50%	20%	9%
LABOR UNIONS	26%	42%	26%	5%
BUSINESS, PROFESSIONAL, POLITICAL, AND SIMILAR ORGANIZATIONS	18%	57%	11%	12%

Employment by Race/Ethnicity				
Industry	% Hispanic Workers	% White Workers	% Black Workers	% AAPI Workers
EXECUTIVE OFFICES AND LEGISLATIVE BODIES	20%	30%	33%	11%
PUBLIC FINANCE ACTIVITIES	10%	32%	36%	20%
OTHER GENERAL GOVERNMENT AND SUPPORT	14%	31%	44%	7%
JUSTICE, PUBLIC ORDER, AND SAFETY ACTIVITIES	24%	33%	35%	7%
ADMINISTRATION OF HUMAN RESOURCE PROGRAMS	19%	23%	44%	11%
ADMINISTRATION OF ENVIRONMENTAL QUALITY AND HOUSING PROGRAMS	13%	45%	21%	18%
ADMINISTRATION OF ECONOMIC PROGRAMS AND SPACE RESEARCH	21%	32%	33%	11%
NATIONAL SECURITY AND INTERNATIONAL AFFAIRS	18%	37%	24%	18%

Median Wage by Race/Ethnicity

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
ELECTRIC POWER				
GENERATION, TRANSMISSION AND DISTRIBUTION	\$ 51,841	\$ 85,000	\$ 63,511	\$ 83,790
NATURAL GAS DISTRIBUTION	-	\$ 100,000	\$ 71,725	-
CONSTRUCTION	\$ 29,623	\$ 52,369	\$ 43,035	\$ 25,391
RETAIL BAKERIES	\$ 18,853	\$ 21,160	\$ 16,000	\$ 15,870
BAKERIES AND TORTILLA MANUFACTURING, EXCEPT RETAIL BAKERIES	\$ 21,312	\$ 29,900	\$ 24,000	\$ 13,616
CUT AND SEW, AND APPAREL				
ACCESSORIES AND OTHER APPAREL MANUFACTURING	\$ 22,500	\$ 58,189	\$ 47,609	\$ 19,044
PRINTING AND RELATED SUPPORT ACTIVITIES	\$ 31,739	\$ 46,868	\$ 41,000	\$ 44,457
PHARMACEUTICAL AND MEDICINE MANUFACTURING	\$ 51,020	\$ 150,000	\$ 83,000	\$ 84,681
SOAP, CLEANING COMPOUND, AND COSMETICS MANUFACTURING	\$ 33,026	\$ 105,851	\$ 63,511	\$ 73,000

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
MISCELLANEOUS				
FABRICATED METAL PRODUCTS	\$ 24,823	\$ 41,895	\$ 42,108	-
MANUFACTURING				
FURNITURE AND RELATED PRODUCT	\$ 26,463	\$ 50,000	\$ 49,750	\$ 35,611
MANUFACTURING				
MEDICAL EQUIPMENT AND SUPPLIES	\$ 27,050	\$ 75,000	\$ 50,000	\$ 32,179
MANUFACTURING				
MISCELLANEOUS MANUFACTURING, N.E.C.	\$ 21,785	\$ 47,133	\$ 28,580	\$ 24,591
NOT SPECIFIED MANUFACTURING INDUSTRIES	\$ 22,542	\$ 55,511	\$ 48,667	\$ 50,000
PROFESSIONAL AND COMMERCIAL				
EQUIPMENT AND SUPPLIES	\$ 33,872	\$ 79,388	\$ 40,985	\$ 30,739
MERCHANT				
WHOLESALE				
HOUSEHOLD APPLIANCES AND ELECTRICAL AND				
ELECTRONIC GOODS	\$ 39,000	\$ 60,335	\$ 61,478	\$ 30,739
MERCHANT				
WHOLESALE				

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
APPAREL, PIECE				
GOODS, AND NOTIONS	\$ 46,109	\$ 68,803	\$ 47,132	\$ 47,633
MERCHANT				
WHOLESALERS				
GROCERY AND				
RELATED PRODUCT	\$ 31,739	\$ 48,800	\$ 33,516	\$ 31,000
MERCHANT				
WHOLESALERS				
WHOLESALE				
ELECTRONIC				
MARKETS AND	\$ 41,895	\$ 56,355	\$ 41,895	\$ 43,035
AGENTS AND				
BROKERS				
NOT SPECIFIED				
WHOLESALE TRADE	\$ 26,463	\$ 42,319	\$ 20,947	\$ 31,316
AUTOMOBILE				
DEALERS	\$ 31,421	\$ 48,000	\$ 37,705	\$ 34,913
AUTOMOTIVE				
PARTS, ACCESSORIES,	\$ 21,995	\$ 31,755	\$ 12,568	\$ 25,616
AND TIRE STORES				
FURNITURE AND				
HOME FURNISHINGS	\$ 22,229	\$ 52,000	\$ 20,000	\$ 36,307
STORES				
ELECTRONICS				
STORES	\$ 25,193	\$ 52,926	\$ 25,137	\$ 35,000
BUILDING				
MATERIAL AND				
SUPPLIES	\$ 22,429	\$ 32,797	\$ 23,567	\$ 21,160
DEALERS				

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
SUPERMARKETS AND OTHER				
GROCERY (EXCEPT CONVENIENCE)	\$ 20,102	\$ 21,160	\$ 18,736	\$ 17,805
STORES				
CONVENIENCE STORES	\$ 17,419	\$ 15,878	\$ 23,181	\$ 21,517
SPECIALTY FOOD STORES	\$ 20,947	\$ 21,170	\$ 19,794	\$ 16,293
PHARMACIES AND DRUG STORES	\$ 17,500	\$ 40,000	\$ 20,102	\$ 25,000
HEALTH AND PERSONAL CARE, EXCEPT DRUG, STORES	\$ 24,557	\$ 63,479	\$ 30,000	\$ 27,232
GASOLINE STATIONS	\$ 14,977	\$ 27,839	\$ 38,087	\$ 17,995
CLOTHING STORES	\$ 17,986	\$ 52,899	\$ 20,000	\$ 26,463
SHOE STORES	\$ 15,700	\$ 35,862	\$ 13,616	\$ 23,055
JEWELRY, LUGGAGE, AND LEATHER GOODS STORES	\$ 27,232	\$ 45,516	\$ 19,673	\$ 30,739
SPORTING GOODS, AND HOBBY AND TOY STORES	\$ 18,443	\$ 32,000	\$ 18,443	\$ 19,900

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
BOOK STORES AND NEWS DEALERS	\$ 10,369	\$ 24,090	\$ 24,900	\$ 24,090
DEPARTMENT STORES	\$ 20,000	\$ 44,674	\$ 15,870	\$ 26,184
GENERAL MERCHANDISE STORES, INCLUDING WAREHOUSE	\$ 17,419	\$ 36,658	\$ 17,562	\$ 15,870
CLUBS AND SUPERCENTERS				
OFFICE SUPPLIES AND STATIONERY STORES	\$ 16,394	\$ 23,567	\$ 23,567	-
GIFT, NOVELTY, AND SOUVENIR SHOPS	\$ 17,000	\$ 31,421	\$ 40,985	\$ 15,711
MISCELLANEOUS RETAIL STORES	\$ 21,995	\$ 52,369	\$ 15,243	\$ 23,276
ELECTRONIC SHOPPING AND MAIL-ORDER HOUSES	\$ 33,000	\$ 68,769	\$ 35,000	\$ 46,000
NOT SPECIFIED RETAIL TRADE	\$ 20,947	\$ 33,000	\$ 24,591	\$ 25,000
AIR TRANSPORTATION	\$ 31,739	\$ 65,628	\$ 31,421	\$ 46,109
RAIL TRANSPORTATION	\$ 68,651	\$ 80,447	\$ 63,511	-
WATER TRANSPORTATION	\$ 45,000	\$ 36,658	\$ 24,000	-

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
TRUCK TRANSPORTATION	\$ 25,404	\$ 35,862	\$ 30,739	\$ 24,340
BUS SERVICE AND URBAN TRANSIT	\$ 44,457	\$ 68,769	\$ 52,369	\$ 58,404
TAXI AND LIMOUSINE SERVICE	\$ 12,500	\$ 18,524	\$ 18,443	\$ 12,568
SERVICES INCIDENTAL TO TRANSPORTATION	\$ 29,536	\$ 52,369	\$ 30,739	\$ 33,516
POSTAL SERVICE	\$ 52,369	\$ 59,277	\$ 41,261	\$ 60,747
COURIERS AND MESSENGERS	\$ 25,616	\$ 42,864	\$ 26,184	\$ 35,971
WAREHOUSING AND STORAGE	\$ 22,852	\$ 47,080	\$ 25,616	\$ 30,000
NEWSPAPER PUBLISHERS	\$ 33,855	\$ 79,348	\$ 30,500	\$ 70,174
PERIODICAL, BOOK, AND DIRECTORY PUBLISHERS	\$ 44,457	\$ 65,000	\$ 47,633	\$ 74,058
MOTION PICTURES AND VIDEO INDUSTRIES	\$ 33,872	\$ 61,478	\$ 29,321	\$ 51,232
BROADCASTING (EXCEPT INTERNET)	\$ 58,189	\$ 92,169	\$ 54,463	\$ 52,899

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
INTERNET				
PUBLISHING AND BROADCASTING AND WEB SEARCH	\$ 52,000	\$ 119,551	\$ 68,079	\$ 120,000
PORTALS				
WIRED TELECOMMUNICATIONS CARRIERS	\$ 41,895	\$ 85,045	\$ 63,890	\$ 74,058
TELECOMMUNICATIONS, EXCEPT WIRED TELECOMMUNICATIONS CARRIERS	\$ 37,048	\$ 90,074	\$ 57,605	\$ 42,340
DATA PROCESSING, HOSTING, AND RELATED SERVICES	-	\$ 84,681	\$ 39,800	\$ 49,490
LIBRARIES AND ARCHIVES	\$ 39,145	\$ 48,667	\$ 40,000	\$ 32,000
OTHER INFORMATION SERVICES, EXCEPT LIBRARIES AND ARCHIVES, AND INTERNET	\$ 71,725	\$ 100,508	\$ 69,862	\$ 99,500
PUBLISHING AND BROADCASTING AND WEB SEARCH				
PORTALS				
BANKING AND RELATED ACTIVITIES	\$ 54,463	\$ 123,370	\$ 52,899	\$ 80,000

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
SAVINGS				
INSTITUTIONS, INCLUDING CREDIT UNIONS	\$ 42,340	\$ 50,809	\$ 42,000	-
NONDEPOSITORY				
CREDIT AND RELATED ACTIVITIES	\$ 46,109	\$ 105,851	\$ 63,000	\$ 97,340
SECURITIES, COMMODITIES, FUNDs, TRUSTs, AND OTHER FINANCIAL INVESTMENTS	\$ 93,102	\$ 137,606	\$ 70,885	\$ 116,436
INSURANCE CARRIERS	\$ 52,256	\$ 84,638	\$ 52,369	\$ 73,316
AGENCIES, BROKERAGES, AND OTHER INSURANCE RELATED ACTIVITIES	\$ 46,000	\$ 74,058	\$ 47,609	\$ 51,232
LESSORS OF REAL ESTATE, AND OFFICES OF REAL ESTATE AGENTS AND BROKERS	\$ 40,985	\$ 54,463	\$ 38,321	\$ 42,000

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
REAL ESTATE				
PROPERTY				
MANAGERS,				
OFFICES OF REAL				
ESTATE	\$			
APPRAISERS, AND	38,000	\$ 58,000	\$ 40,985	\$ 30,000
OTHER				
ACTIVITIES				
RELATED TO REAL				
ESTATE				
AUTOMOTIVE				
EQUIPMENT	\$			
RENTAL AND	30,374	\$ 52,926	\$ 30,739	-
LEASING				
LEGAL SERVICES	\$			
	52,369	\$ 101,000	\$ 53,984	\$ 61,478
ACCOUNTING,				
TAX				
PREPARATION,	\$			
BOOKKEEPING,	39,377	\$ 69,675	\$ 47,633	\$ 62,000
AND PAYROLL				
SERVICES				
ARCHITECTURAL,				
ENGINEERING,	\$			
AND RELATED	60,000	\$ 75,411	\$ 56,355	\$ 68,079
SERVICES				
SPECIALIZED	\$			
DESIGN SERVICES	50,000	\$ 54,000	\$ 38,000	\$ 50,000
COMPUTER				
SYSTEMS DESIGN	\$			
AND RELATED	60,335	\$ 92,217	\$ 77,232	\$ 80,000
SERVICES				

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
MANAGEMENT, SCIENTIFIC, AND TECHNICAL CONSULTING SERVICES	\$ 57,380	\$ 78,553	\$ 52,369	\$ 71,725
SCIENTIFIC RESEARCH AND DEVELOPMENT SERVICES	\$ 57,605	\$ 65,577	\$ 48,389	\$ 63,511
ADVERTISING, PUBLIC RELATIONS, AND RELATED SERVICES	\$ 62,842	\$ 81,971	\$ 63,479	\$ 83,790
OTHER PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES	\$ 22,000	\$ 54,306	\$ 33,855	\$ 50,809
MANAGEMENT OF COMPANIES AND ENTERPRISES	\$ 50,000	\$ 84,000	\$ 39,039	\$ 92,000
EMPLOYMENT SERVICES	\$ 24,134	\$ 51,232	\$ 26,463	\$ 44,000
BUSINESS SUPPORT SERVICES	\$ 29,638	\$ 31,421	\$ 26,449	\$ 51,232
TRAVEL ARRANGEMENTS AND RESERVATION SERVICES	\$ 29,623	\$ 52,369	\$ 47,609	\$ 29,510

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
INVESTIGATION AND SECURITY SERVICES	\$ 31,755	\$ 37,912	\$ 27,232	\$ 22,218
SERVICES TO BUILDINGS AND DWELLINGS (EXCEPT CLEANING DURING CONSTRUCTION)	\$ 18,443	\$ 41,895	\$ 24,000	\$ 22,218
CONSTRUCTION AND IMMEDIATELY AFTER CONSTRUCTION)				
LANDSCAPING SERVICES	\$ 20,493	\$ 31,739	\$ 15,878	-
OTHER ADMINISTRATIVE AND OTHER SUPPORT SERVICES	\$ 25,404	\$ 68,079	\$ 35,862	\$ 46,786
WASTE MANAGEMENT AND REMEDIATION SERVICES	\$ 33,855	\$ 69,489	\$ 55,330	\$ 47,609
ELEMENTARY AND SECONDARY SCHOOLS	\$ 39,165	\$ 56,073	\$ 47,132	\$ 51,000
COLLEGES, UNIVERSITIES, AND PROFESSIONAL SCHOOLS, INCLUDING JUNIOR COLLEGES	\$ 37,399	\$ 60,747	\$ 43,377	\$ 42,319

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
BUSINESS, TECHNICAL, AND TRADE SCHOOLS AND TRAINING	\$ 36,887	\$ 46,109	\$ 36,000	\$ 12,568
OTHER SCHOOLS AND INSTRUCTION, AND EDUCATIONAL SUPPORT SERVICES	\$ 15,878	\$ 23,816	\$ 24,000	\$ 17,500
OFFICES OF PHYSICIANS	\$ 30,000	\$ 43,990	\$ 34,000	\$ 31,755
OFFICES OF DENTISTS	\$ 29,744	\$ 33,855	\$ 31,421	\$ 31,421
OUTPATIENT CARE CENTERS	\$ 33,516	\$ 51,000	\$ 40,000	\$ 41,261
HOME HEALTH CARE SERVICES	\$ 17,995	\$ 27,000	\$ 21,517	\$ 18,500
OTHER HEALTH CARE SERVICES	\$ 34,931	\$ 54,000	\$ 39,780	\$ 37,048
GENERAL MEDICAL AND SURGICAL HOSPITALS, AND SPECIALTY (EXCEPT 46,050	\$ 46,050	\$ 72,000	\$ 46,109	\$ 70,000
PSYCHIATRIC AND SUBSTANCE ABUSE) HOSPITALS				
PSYCHIATRIC AND SUBSTANCE ABUSE HOSPITALS	\$ 33,516	\$ 76,000	\$ 43,399	-

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
NURSING CARE				
FACILITIES (SKILLED NURSING FACILITIES)	\$ 30,681	\$ 40,000	\$ 35,657	\$ 40,000
RESIDENTIAL				
CARE FACILITIES, EXCEPT SKILLED NURSING FACILITIES	\$ 31,764	\$ 38,936	\$ 31,421	\$ 31,421
INDIVIDUAL AND FAMILY SERVICES	\$ 21,170	\$ 36,658	\$ 34,931	\$ 19,900
COMMUNITY FOOD AND HOUSING, AND EMERGENCY SERVICES	\$ 37,981	\$ 47,132	\$ 35,862	\$ 47,609
VOCATIONAL REHABILITATION SERVICES	\$ 31,739	\$ 47,132	\$ 25,616	-
CHILD DAY CARE SERVICES	\$ 10,580	\$ 18,853	\$ 19,044	\$ 15,711
PERFORMING ARTS COMPANIES	\$ 26,463	\$ 27,000	\$ 12,568	\$ 24,090
SPECTATOR SPORTS	\$ 31,421	\$ 26,394	\$ 18,443	\$ 7,406

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
PROMOTERS OF PERFORMING ARTS, SPORTS, AND SIMILAR EVENTS, AGENTS AND MANAGERS FOR ARTISTS, ATHLETES, ENTERTAINERS, AND OTHER PUBLIC FIGURES	\$ 17,419	\$ 31,755	\$ 25,000	\$ 33,411
INDEPENDENT ARTISTS, WRITERS, AND PERFORMERS	\$ 15,878	\$ 15,878	\$ 10,474	\$ 14,000
MUSEUMS, ART GALLERIES, HISTORICAL SITES, AND SIMILAR INSTITUTIONS	\$ 33,855	\$ 50,274	\$ 25,137	\$ 35,862
OTHER AMUSEMENT, GAMBLING, AND RECREATION INDUSTRIES	\$ 17,386	\$ 28,000	\$ 20,493	\$ 20,947
TRAVELER ACCOMMODATION	\$ 37,048	\$ 56,000	\$ 42,319	\$ 46,363
RESTAURANTS AND OTHER FOOD SERVICES	\$ 21,160	\$ 30,000	\$ 18,853	\$ 18,000
DRINKING PLACES, ALCOHOLIC BEVERAGES	\$ 21,160	\$ 28,690	\$ 18,443	\$ 31,000

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
AUTOMOTIVE REPAIR AND MAINTENANCE	\$ 25,404	\$ 35,000	\$ 31,739	\$ 25,000
ELECTRONIC AND PRECISION EQUIPMENT REPAIR AND MAINTENANCE	\$ 18,200	\$ 34,144	\$ 28,565	\$ 27,232
COMMERCIAL AND INDUSTRIAL MACHINERY AND EQUIPMENT REPAIR AND MAINTENANCE	\$ 31,755	\$ 31,421	\$ 45,000	\$ 18,000
PERSONAL AND HOUSEHOLD GOODS REPAIR AND MAINTENANCE	\$ 25,616	\$ 26,449	\$ 17,910	\$ 12,568
BARBER SHOPS	\$ 16,631	\$ 13,381	\$ 21,170	-
BEAUTY SALONS	\$ 14,244	\$ 25,000	\$ 10,474	\$ 15,711
NAIL SALONS AND OTHER PERSONAL CARE SERVICES	\$ 13,231	\$ 10,580	\$ 10,246	\$ 14,812
DRYCLEANING AND LAUNDRY SERVICES	\$ 19,053	\$ 20,493	\$ 26,463	\$ 17,500
OTHER PERSONAL SERVICES	\$ 25,616	\$ 15,370	\$ 26,184	\$ 16,758

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
RELIGIOUS ORGANIZATIONS	\$ 22,132	\$ 32,788	\$ 25,000	\$ 22,542
CIVIC, SOCIAL, ADVOCACY ORGANIZATIONS, AND GRANTMAKING AND GIVING SERVICES	\$ 40,203	\$ 62,842	\$ 35,611	\$ 52,926
LABOR UNIONS	\$ 57,380	\$ 70,174	\$ 52,899	-
BUSINESS, PROFESSIONAL, POLITICAL, AND SIMILAR ORGANIZATIONS	\$ 53,281	\$ 82,995	\$ 52,926	\$ 42,319
EXECUTIVE OFFICES AND LEGISLATIVE BODIES	\$ 52,000	\$ 69,675	\$ 51,232	\$ 68,079
PUBLIC FINANCE ACTIVITIES	\$ 57,605	\$ 84,837	\$ 63,511	\$ 71,725
OTHER GENERAL GOVERNMENT AND SUPPORT	-	\$ 57,605	\$ 32,788	-
JUSTICE, PUBLIC ORDER, AND SAFETY ACTIVITIES	\$ 60,000	\$ 83,790	\$ 56,355	\$ 59,429
ADMINISTRATION OF HUMAN RESOURCE PROGRAMS	\$ 48,465	\$ 71,942	\$ 50,000	\$ 58,189

Industry	Median Wage, Hispanic Workers	Median Wage, White Workers	Median Wage, Black Workers	Median Wage, AAPI Workers
ADMINISTRATION OF ENVIRONMENTAL QUALITY AND HOUSING PROGRAMS	\$ 63,527	\$ 81,464	\$ 60,335	\$ 62,842
ADMINISTRATION OF ECONOMIC PROGRAMS AND SPACE RESEARCH	\$ 63,511	\$ 83,000	\$ 58,218	\$ 79,388
NATIONAL SECURITY AND INTERNATIONAL AFFAIRS	\$ 50,105	\$ 84,681	\$ 52,369	\$ 73,316

General operating support for the Center for an Urban Future has been provided by The Clark Foundation and the Bernard F. and Alva B. Gimbel Foundation. CUF is also grateful for support from Fisher Brothers for the Middle Class Jobs Project.

RELATED PRESS

[White New Yorkers' Income Exceeds Black New Yorkers' in Many Industries](#)

The Wall Street Journal, by Kate King, August 24, 2020

[Cuomo's harassment scandal could pave way for wealth tax](#)

Crain's New York Business, by Brian Pascus, March 08, 2021

[Black New Yorkers face major income and employment gaps](#)

Crain's New York Business, by Brian Pascus, August 24, 2020

[Job readiness 101: CUNY and Bloomberg ink an important workforce development partnership](#)

New York Daily News, by Daily News Editorial Board, August 16, 2021

[Exhibits A, B and C: Structural racism is very very real](#)

New York Daily News, by Daily News Editorial Board, August 26, 2020

[The African American exodus from New York City](#)

Gothamist, by Arya Sundaram, February 03, 2023

[New Report Shows Enormous Wage Gaps Between Black and White Workers in Same Role, Across Sectors](#)

BK Reader, by Anna Bradley-Smith, August 28, 2020

[Urban Agenda: Rising Black Unemployment Demands An Urgent Local Response](#)

New York Amsterdam News, by David R. Jones, January 08, 2026

[Economic Inequities Grow As COVID-19 Recession Takes Hold](#)

Amsterdam News, by David R. Jones, September 03, 2020

[In NYC, Education Remains Paramount in Reducing Economic-Racial Gap, Experts Say](#)

BK Reader, by Anna Bradley-Smith, September 02, 2020

[Opinion: Remember Workers Whose Past Prevents Reaching Potential](#)

City Limits, by Vivian Nixon, September 06, 2020

[New York's Economy Has a Racial-Equity Problem— and All Sectors Must Come Together to Address it](#)

BK Reader, by Anna Bradley-Smith, September 04, 2020



CENTER FOR AN URBAN FUTURE
120 Wall Street, 20th Floor, New York, NY 10005
cuf@nycfuture.org © All Rights Reserved.