



Latina Equal Pay Day Event Resources

October 8, 2025

Key Statistics

- ❖ Despite making up a significant share of the workforce, **Latinas earn on average just about 51 cents for every dollar** paid to non-Hispanic white men, according to the latest Census data.
- ❖ For Latinas working full-time, year-round, the gap improves only slightly to about 58 cents on the dollar.
- ❖ Over a 40-year career, Latinas in New York stand to lose nearly \$1,300,000 in wages due to the wage gap. That means **Latinas must work until age 88 to catch up** to earnings a white, non-Hispanic man would make by age 60. This represents not only lost wages, but lost opportunities, financial insecurity, and the perpetuation of systemic inequality that harms families and communities across generations.

Learn More About How the Wage Gap Impacts Latinas

- [Latinas Have Been Undervalued and Underpaid for Far Too Long - NWLC](#)
- [Economic Status of Latinas Report - HOPE](#)
- [2025 LDC U.S. Latinas Overview™ - Latino Donor Collaborative](#)

Key Solutions & Legislation

There is no #EqualPayNY without #LatinaEqualPay. We need stronger laws and substantial investment in:

- ✓ Expanding Pay Transparency Laws
- ✓ Bringing women into higher paying roles
- ✓ Fair Pay for Care workers
- ✓ Making child care accessible to all

✓ Expanding Paid leave

Specific legislations that help address gender pay inequity and bias in hiring include: **Paycheck Fairness Act**, which protects workers from retaliation for discussing pay; **NY's Salary Range Law**, which ends overbroad ranges, includes job descriptions and discloses compensation; **Salary History Ban** that prevents employers from asking job applicants about their past salary history; and codifying pay data collection.

For information about solutions and legislation, go to: PayEquityCoalition.com

Key Resources

PowherNY: www.powherny.org

American Association of University Women (AAUW): www.aauw.org

Equal Pay Today: www.equalpaytoday.org

National Partnership for Women and Families:
<https://nationalpartnership.org/economic-justice/fair-pay/>

Moms Rising: <https://www.momsrising.org/campaigns/equal-pay>

Join the Local Movement to fight for equal pay for women, including Latinas.

Local Coalition: PayEquityCoalition.com and Latinas – Pay Equity Coalition
Email us: advocate@payequitycoalition.com



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