Despite the Equal Pay Act passed in 1963, across the US women are still making less than men, especially women in Utah.

<table>
<thead>
<tr>
<th>Race</th>
<th>White Men</th>
<th>White Women</th>
<th>Black Women</th>
<th>Native American Women</th>
<th>Hispanic/Latina Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>1.00</td>
<td>0.71</td>
<td>0.63</td>
<td>0.58</td>
<td>0.54</td>
</tr>
<tr>
<td>Black</td>
<td>1.00</td>
<td>0.75</td>
<td>0.63</td>
<td>0.58</td>
<td>0.54</td>
</tr>
<tr>
<td>Native American</td>
<td>1.00</td>
<td>0.75</td>
<td>0.63</td>
<td>0.58</td>
<td>0.54</td>
</tr>
<tr>
<td>Hispanic/Latina</td>
<td>1.00</td>
<td>0.75</td>
<td>0.63</td>
<td>0.58</td>
<td>0.54</td>
</tr>
</tbody>
</table>

For every $1 men make, Utah women make 71¢.

The gender wage gap is even bigger for non-white female workers compared to white men.

It's normal to wonder why the gender wage gap is so big in Utah. Here are a few factors that could contribute to the gap.

- Utah Values Families
  - Women Fail to Work for Full-time Participation
  - Segregated in low-paying positions
  - Not Prepared for long-term employment
  - Prioritize education, especially degree completion.
  - Help women relaunch after employment breaks.
  - Offer flexible work arrangements.
  - Strengthen policies to close the gap.

Prioritize education, especially degree completion.

88,000 families in Utah have a female head of household.

25%+ of these households live below the poverty line.

The wage gap can be especially detrimental for female heads of households.

- 26% of Utah’s women are the breadwinner in the household.
- 29% of Utah’s non-white women are the breadwinner in the household.

The gender wage gap is a complex, multi-faceted issue that affects everyone, especially women and their families. Here are some ways to address the issue.

- Segregated in low-paying positions
- Not Prepared for long-term employment
- Prioritize education, especially degree completion.
- Help women relaunch after employment breaks.
- Offer flexible work arrangements.
- Strengthen policies to close the gap.