Despite the Equal Pay Act passed in 1963, across the U.S. 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>1963</td>
<td>100%</td>
<td>71%</td>
<td>63.3%</td>
<td>57.7%</td>
<td>54.4%</td>
</tr>
<tr>
<td>2016</td>
<td>100%</td>
<td>71.1%</td>
<td>56%</td>
<td>51%</td>
<td>41%</td>
</tr>
<tr>
<td>2020</td>
<td>100%</td>
<td>72%</td>
<td>56%</td>
<td>51%</td>
<td>41%</td>
</tr>
</tbody>
</table>

Utah has the 4th Largest gender wage gap for year-round full-time workers.

- **Race and the Wage Gap**: The gender wage gap is even bigger for non-white female workers compared to white men.

- **Why Utah?**: 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.

**Closing the Gender Wage Gap in Utah**

- **Segregated in low-paying positions**: Because of this, women fail to plan for workforce participation.
- **Not prepared for long-term employment**: Women are more likely to take on lower-paying positions.

**Gender Wage Gap in Utah**

- **Poverty & Female-Headed Households**: The wage gap can be especially detrimental for female heads of households.

- **Poverty rate for female-headed households**:
  - Utah: 25%
  - U.S.: 20%

- **Of those households live below the poverty line**:
  - Utah: 88,000
  - U.S.: 67,000

**Help women relaunch after employment breaks**

- **Prioritize education, especially degree completion**
- **Offer flexible work arrangements**
- **Strengthen policies to close the gap**

Sources:
- www.uvu.edu/uwlp/docs/uwsgenderwagegap.pdf
- www.freepik.com
- www.thenounproject.com